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COMMITTEE ON THE ELIMINATION OF
DISCRIMINATION AGAINST WOMEN (CEDAW)

## CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

## Second periodic report of States parties

## SLOVENIA[*]

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[*] This document has been reproduced without formal editing.

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# INTRODUCTION

In 1992, the Republic of Slovenia became a signatory to the Convention on the Elimination of All Forms of Discrimination Against Women as a legal successor to the ratification of the convention by the former Socialist Federal Republic of Yugoslavia. The initial report on the implementation of the provisions of the convention was sent to the Committee on the Elimination of Discrimination against Women in 1993. The Committee discussed the report at its 16th session (13-31 January 1997).

This is the Second Report on the Implementation of the Provisions of the Convention, which the Republic of Slovenia in accordance with article 18 of the convention is submitting for discussion by the Committee on the Elimination of Discrimination against Women.

In preparing this report, the Republic of Slovenia took account of the initial report on the measures adopted to eliminate discrimination against women in the Republic of Slovenia, the report of the Committee on the Elimination of Discrimination against Women on the consideration of the initial report, the general guidelines with regard to the form and content of reports by the state parties and the guidelines for the preparation of second and subsequent reports, including those adopted by the Committee on the Elimination of Discrimination against Women at its 16th session in 1997. The chapter from the "Human rights reporting under six major international human rights instruments" publication prepared by Zagorka Ilic and Ivanka Corti for the purposes of reporting under the Convention on the Elimination of All Forms of Discrimination Against Women was a useful guide in preparing analytical evaluation of the status of women in the Republic of Slovenia.

This report contains available information and statistical data which were not presented in the initial report and focuses on changes which have occurred in the period from the initial report until this report was prepared.

# PART I. GENERAL INFORMATION

## *(a) Actual, general, social, economic, political and legal framework within which Slovenia approaches the elimination of discrimination against women in all its forms, as defined in the Convention*

### 1. Population

#### 1.1. General information

In December 1996 Slovenia had a population of 1,986,989, of which 968,634 (48.6%) were men and 1,018,355 (51.4%) were women. Slovenia's population therefore comprises more women than men. Projections for changes in the permanent population of Slovenia for five-year periods from 1995 to 2020 show that there will also be more women than men in the next millennium. The highest number of women is expected to be in 2000, when the figure is projected to reach 1,034,335, exceeding the number of men by 57,157.

As in the period covered by Slovenia's first report, data on the age groups of the population confirms that the intensive process of the ageing of the population has continued. The average age of the population was 37.6 at the end of 1996: 0.3 years more than in 1995. The reason for the increasingly low number of younger generations is, first and foremost, a reduction in the birth rate. The proportion of the population of working age (15-64) has increased somewhat, chiefly because of the higher number of foreign citizens, where as many as 71.6% are aged between 20 and 49.

#### 1.2. Rural/urban population

According to the 1991 census, 972,937 people live in rural areas: 49.5% of the total population. More than half of them are women.

#### 1.3. Ethnic groups

In accordance with the principles laid down in the Slovene Constitution on the equality of ethnic groups and the right of individuals to express their ethnic determination freely, and according to data based on people's personal declarations, Italians, Hungarians, Roms, Albanians, Montenegrins, Croats, Macedonians, Muslims, Serbs, and nationally non-determined persons live in Slovenia, in addition to Slovenes.

#### 1.4. Official languages

There are three official languages in Slovenia. Slovene is the language used across the entire country, while Italian and Hungarian are two official languages used in the nationally mixed areas of Slovenia.

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### 1.5. Natural population movements

After 1992 the highest difference between live and stillborn babies was recorded in 1996 (168). The growth rate of the population was 0.1.

In 1996, 18,893 babies were born in Slovenia; 105 of these were stillborn. The number of deaths of babies is falling year on year. The low mortality rate of babies and new-borns places Slovenia among those European countries with the lowest levels of mortality of children up to one month old.

Since 1993 the number of people dying has also fallen: in 1996 it was 1.8% lower than the year before. There were 9,122 women and 9,498 men among the deceased. There was a negative rate of growth in the number of women dying.

The number of new marriages also fell. In 1996 there were 7,555; this was a drop of 1,564 (or 17.16%) compared to 1992.

There were 2004 divorces in 1996. A total of 1982 dependent children were involved within the total number of divorces. Of these, 1705 were placed in the custody of their mothers, 140 of their fathers, and 97 of both parents.

### 1.6. Migrational population movements

Following Slovenia's independence (1991), the number of immigrants in Slovenia was at its lowest in 1996 (1,500). Eight-hundred-and-three citizens moved from Slovenia, which is why the level of immigration growth (697) was lower than the year before, and even lower after 1992, which was the last time it was negative. The immigration growth rate per thousand inhabitants was 0.4. The proportion between men and women was fairly balanced. Men predominated in the number of immigrants (masculinity coefficient of 104.9), while women predominated in the number of emigrants (masculinity coefficient of 94.4).

There were nearly 3,000 more internal migrations in 1996 than in 1995. Among migrants, men and women aged between 20 and 34 and children up to 5 years of age were predominant; it is therefore not surprising that the most important reasons for internal migrations were changes of job, marriage, housing/construction of own housing, purchase or exchange of housing, and tenancy. The age structure of migrants therefore shows that young families with small children change their place of residence most frequently.

## 2. Economic situation

### 2.1. Economic development

Slovenia reached the 1990 pre-transition GDP level in 1996. The key elements of economic development are: reduced inflation in the 1992-1995 period; the relatively swift exit from the depression that followed transition; the successful re-orientation to foreign markets after the loss of the former Yugoslav markets; the maintenance of equilibrium in public finances; and the generally stable balance of payments.

*Table 1:* *GDP, 1992-1996*

| GDP | 1992 | 1993 | 1994 | 1995 | 1996 |
|---|---|---|---|---|---|
| GDP in SIT millions | 1 017 965 | 1 435 095 | 1 852 997 | 2 221459 | 2 552 668 |
| GDP in USD millions | 12 523 | 12 673 | 14 386 | 18 744 | 18 858 |
| GDP per head | 6 275 | 6 366 | 7 233 | 9 431 | 9 471 |
| Purchasing power in USD | 8 847 | 9 207 | 9 917 | 11 189 | 11 604 |

Source: Report of the Republic of Slovenia Institute for Macroeconomic Analysis and Development, November 1997

### 2.2. Employment and unemployment

According to current statistical data, employment fell in 1996 by 1%, while the number of people of working age fell by 0.6%. Despite the reduction in employment, the annual average rate of registered unemployment remained at 1995 levels (13.9%); the unemployment rate measured in accordance with the criteria of the International Labour Organisation (ILO) also remained at approximately the same level as the year before (7.3%).

The unemployment rate for women, which from 1992 to 1994 was lower than the unemployment rate for men, was the same as the unemployment rate for men in the autumn of 1995, and exceeded it in 1996. In 1997 the gap widened further. Particularly worrying is the unemployment rate of young people (17.4%), especially women (19.7%).

### 2.3. Wages

The basic feature of wages policy is the stable and above all slower growth of wages in relation to productivity, both in the private and public sectors. Wage levels are regulated by collective agreements, individual contracts, the *Law on Wage Levels* and other laws. In the third quarter of 1997 the minimum wage was SIT 59,150 (USD 343, with USD 1 = SIT 170).

## 3. Political and administrative systems

### 3.1. Constitution

The Slovene Constitution, which was adopted on 23 December 1991 (one year after the plebiscite at which the Slovene people and the rest of population of Slovenia voted for an independent and autonomous Slovenia), sets out Slovenia as a democratic republic, a state governed by the rule of law, and a social state.

### 3.2. Legislative, executive and judicial authorities

#### 3.2.1. Parliament, President and Government

The National Assembly is the supreme legislative body in Slovenia, comprising 90 deputies elected through general, equal, direct and secret elections for a four-year term. One representative of the Italian minority and one representative of the Hungarian minority are always elected to the National Assembly. Those who represent social, economic, professional and local interests sit on the National Council, which consists of 40 members: four represent employers and employees, four represent farmers, small businesses and sole traders, six represent non-commercial activities, and 22 represent local interests. National Council members are elected for a five-year term.

Slovenia is represented by the President of the Republic, who at the same time is the Commander-in-Chief of the Slovene armed forces. The President is elected in direct, general and secret elections for a five-year term.

The Government of Slovenia is charged with executive authority. It consists of the Prime Minister and various ministers. All ministers are independent within the scope of their responsibilities, and are responsible to the National Assembly. The Prime Minister is elected by the National Assembly, while ministers are appointed and dismissed by the National Assembly at the proposal of the Prime Minister.

### 3.2.2. Judiciary

The Constitutional Court is a special institution for safeguarding constitutionality and legality, and has the necessary status of being independent from all three branches of power. Among other things, the Constitutional Court has the competence to decide on the compliance of laws with the Constitution, the compliance of laws and other regulations with ratified international agreements and with the general principles of international law, constitutional appeals arising from violations of human rights and fundamental freedoms by individual acts, the non-constitutionality of acts, and the operation of political parties. The Constitutional Court consists of nine judges who, at the proposal of the President of the Republic, are elected by the National Assembly. The judges are elected for a nine-year term; they cannot be re-elected.

The judicial system underwent reform in 1993. New regulations were adopted in the area of the organisation and competencies of courts, and in 1997 the *Law on Administrative Disputes* (Official Gazette of the Republic of Slovenia, No. 50/97) established the Administrative Court, which began operating on 1 January 1998. There are courts of general jurisdiction and specialised courts in Slovenia, set up for the purpose of dealing with specific matters (labour and social courts, the Administrative Court).

The State Prosecutor's Office underwent organisational change in 1993, when the *Law on the State Prosecutor* was adopted. In Slovenia there are eleven district prosecutor's offices, three higher state prosecutor's offices, and the State Prosecutor's Office.

## 3.3. Political parties and elections

The 1992 and 1996 elections were carried out in accordance with the system of proportional representation. Before the last parliamentary elections (10 November 1996) there were 31 registered political parties in Slovenia, which took part in the elections with party lists. There were 1,542,218 eligible voters, 73.7% of whom voted. Representatives of seven parties, and one representative each of the Hungarian and Italian minorities, were elected to the National Assembly.

*Table 2:* *Parliamentary deputies after the 1996 elections*

| Political party | Total | Male Deputies | Female Deputies |
|---|---|---|---|
| Liberal Democracy of Slovenia | 25 | 25 | 1 |
| Slovene People's Party | 19 | 18 | 1 |
| Social Democratic Party of Slovenia | 16 | 15 | 1 |
| Slovene Christian Democrats | 10 | 9 | 1 |
| United List of Social Democrats | 9 | 09 | 0 |
| Democratic Pensioners' Party of Slovenia | 5 | 4 | 1 |
| Slovene National Party | 4 | 3 | 1 |
| Ethnic minorities | 2 | 1 | 1 |
| TOTAL | 90 | 83 | 7 |

Source: Report on the Outcome of the General Elections of Deputies to the National Assembly, Republic Electoral Commission, Ljubljana, 1996

After the last elections the share of women in the National Assembly, which after the 1992 elections had been relatively small, fell further. Today the share of women in parliament is a mere 7.8 %.

Despite the declared favourable attitude of political parties towards the inclusion of women in politics, the level of representation of women in the process of adopting crucial political decisions is one of the lowest in Europe, and is even below the world average. This called for an investigation into the reasons for the reduction in the political power of women. In collaboration with renowned women experts, the Women's Policy Office is preparing an analysis of the 1997 parliamentary elections, the aim of which is to determine the factors which contributed to this level of under-representation. We investigated a number of key factors affecting the eligibility of women candidates to be elected to parliament as early as after the 1992 elections. The following were determined to be the most important: the definition of electoral units and the calculation of terms of office acquired within electoral units, which means that both male and female candidates in their electoral areas effectively collect votes for their party, or the party's list; the eligibility index (the success of the candidate divided by the success of the party in the electoral unit, multiplied by 100) and related good or poor electoral areas; a reduction in the number of available seats in parliament from 240 (in 1990 the Slovene Assembly comprised three sub-assemblies with 80 seats each) to 90 seats in 1992, which increased the level of competitiveness and consequently reduced the possibility of women entering parliament, and so on.

*Table 3:* *Number of male and female candidates on party lists for the 1996 elections and the share of women*

| Parliamentary party | Male and female candidates | | | |
|---|---|---|---|---|
| | Total | Men | Women | Share of women (%) |
| Liberal Democracy of Slovenia | 81 | 69 | 12 | 13.6 |
| Slovene People's Party | 81 | 70 | 11 | 12.5 |
| Social Democratic Party of Slovenia | 84 | 74 | 10 | 11.4 |
| Slovene Christian Democrats | 84 | 76 | 8 | 9.1 |
| Associated List of Social Democrats | 88 | 52 | 36 | 40.9 |
| Democratic Pensioners' Party of Slovenia | 78 | 61 | 17 | 19.3 |
| Slovene National Party | 56 | 50 | 6 | 6.8 |

Source: Material for an Analysis of the 1996 Elections, Women's Policy Office, Ljubljana 1997

### *b) Legal and other measures adopted to implement the Convention (or their absence), as well as any effects which ratification of the Convention has had on the actual, general, social, economic, political and legal framework in Slovenia since the entry into force of the Convention in Slovenia*

#### Effects of ratification of the Convention

The Convention on the Elimination of All Forms of Discrimination Against Women entered into force in Slovenia in 1992, when Slovenia adopted the Act on the Notification of Succession to UN Conventions. The legislation in force upon legal succession to the Convention and in the period during which Slovenia prepared and submitted the Initial Report on the Implementation of the Provisions of the Convention to the Committee on the Elimination of Discrimination Against Women already incorporated all the provisions of the Convention. For this reason, the concrete effects of the Convention during the period from the Initial Report to the preparation of the Second Report on the Implement of the Provisions of the Convention cannot be assessed.

The basic philosophy of the Convention at the same time serves as the basis for the operation of the national mechanism for establishing actual equality between women and men in Slovene society. The provisions of the Convention are bases for the justification of a number of proposed measures submitted by the governmental Women's Policy Office to governmental sectors, while they are also used as the basis for the adoption of measures by non-governmental organisations.

After presenting the Initial Report at the 16th Session of the Committee on the Elimination of Discrimination Against Women in January 1997, the delegation submitted the Committee's Report on the Consideration of the Initial Report of the Republic of Slovenia to the Government for discussion. The Government charged all competent ministries and other institutions with the task of observing the provisions of the Convention on the Elimination of All Forms of Discrimination Against Women in their preparation of policies, programmes and measures, and the adoption of measures for the implementation of the provisions of the Convention in accordance with the proposals and recommendations of the Committee on the Elimination of Discrimination Against Women.

Deriving from the Resolution of the Government, Article 10 of the Convention and the constitutionally guaranteed rights to equal opportunities for education, the Women's Policy Office addressed an initiative to the Ministry of Internal Affairs, which is responsible for education in the areas of security and internal affairs, to ensure equal opportunities for girls and boys at the Secondary Police School. The Ministry of Internal Affairs publicly announced that it intended to reform the secondary education programme for the profession of police officer, which is carried out by the Secondary Police School. As a result, for the first time since the school was founded thirty years previously, the new education programme enabled the inclusion of girls in regular education. This has done away with the last obstacle to equal opportunities in education and consequently created the conditions for the greater participation of women in the police force, which in turn might produce positive effects on the operation of the Slovene police force.

In addition, the Women's Policy Office used Article 10 of the Convention on the Elimination of All Forms of Discrimination Against Women and the principle of equal treatment in all types and levels of education advocated by the Convention upon its review of the last edition of *Secondary Education Programmes and Vocations* (1996), published by the Slovene School Education Institute, when it determined that the part of the publication which deals with the

Slovene Government after the 1996 elections

The current Government consists of three parties: the Liberal Democracy of Slovenia, the Slovene People's Party and the Democratic Pensioners' Party of Slovenia (DeSUS). The Government does not include a single woman.

*Table 4: Slovene Government*

| | 1992 | | 1996 | |
|---|---|---|---|---|
| | Men | Women | Men | Women |
| Prime Minister | 1 | 0 | 1 | 0 |
| Deputy Prime Minister | - | - | 1 | 0 |
| General Secretary | 1 | 0 | 1 | 0 |
| Members | 14 | 1 | 19 | 0 |

appropriateness and inappropriateness of professions for girls and boys maintains and even strengthens the traditional perception of the roles of men and women in society. The Women's Policy Office therefore called on the publisher to prepare the next edition in such a way that the information encouraged girls to undertake all types of education, especially in the areas in which boys currently prevail. The School Education Institute responded positively to the appeal and invited the Women's Policy Office to participate in the preparation of the next publication.

***c) Institutions or authorities whose task is to ensure that the principle of equality between women and men is complied with in practice, and that remedies are available to women who have suffered discrimination***

## 1. Ombudsman

Until December 1993, when the *Law on the Human Rights Ombudsman* (Official Gazette of the Republic of Slovenia, No. 71/93, amen. 15/94) was adopted, Slovenia did not have an equivalent institution that would be charged with such tasks and authorities.

The Ombudsman officially began work on 1 January 1995. The Ombudsman was introduced for the needs of individuals, as its basic task is to identify and prevent violations of human rights and other irregularities, and to eliminate their consequences. The scope of the competencies of the Ombudsman, which are determined by law, includes issues such as the violation of human rights by national bodies, local community bodies and holders of public authorisations, and other irregularities arising from the operation of these bodies and affecting individuals. The definition of the competencies in terms of contents shows that the jurisdiction of the Ombudsman undoubtedly includes investigation into cases in which individuals believe there has been a violation of specific human rights which are protected by the Constitution or by international legal acts.

The institution of the Ombudsman gained considerable ground in the second year of its existence. The Ombudsman's report for 1996 shows that the number of initiatives put forward by individuals increased and that, with respect to the previous year, there had been no significant improvements in those areas in which the problems appeared to be most serious.

## 2. National mechanisms for equality between women and men

### 2.1. Women's Policy Office

The Women's Policy Office was founded in 1992. Its operations are financed entirely from the national budget. The Office is run by the Director, who is appointed by the Government. The Director's responsibilities and tasks were determined in the Founding Act of the Women's Policy Office and were presented in the Initial Report to the CEDAW Committee.

For the implementation of its tasks, the Office had eight employees in January 1999, of whom one was a trainee and one a contractual worker.

The Office performs tasks and carries out activities within the area of its competence in collaboration with ministries and other governmental services, public institutions, non-governmental organisations and individuals, in co-operation with international, inter-governmental and other institutions, foreign experts, and at the level of bilateral contacts and neighbourly relations. In addition, the Office participates in many inter-sectoral governmental groups responsible for the preparation of various national programmes, proposed laws or reforms, e.g. pension system reform. It also regularly works with the Equal Opportunities Policy Commission at the National Assembly.

Excluding remuneration for its employees, the budget funds allocated to the Office for 1996 amounted to SIT 21,174,000 (USD 156,844); in 1997 this figure was SIT 21,337,000 (USD 125,511). In 1997 an additional SIT 2,000,000 (USD 11,765) were allocated to the Office from the national budget for the needs of the co-financing of the project intended for the

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promotion of the developing concept of mainstreaming, for the inclusion of the aspect of equality between the sexes (mainstreaming) in future programmes and projects, and for the consolidation of the role of women in political decision-making, which is financed by the UNDP project to the tune of USD 178,000. The budget funds intended for covering material and other costs in 1998 amount to SIT 24,600,000 (USD 144,700). Part of these funds is earmarked for financial participation in the aforementioned UNDP project, and a further part for the co-financing of the programmes of non-governmental women's organisations.

The Report of the Committee on the Elimination of Discrimination Against Women on the consideration of the Initial Report of the Republic of Slovenia expressed its concern regarding the competencies of the Office and the excessively low level of financial and human resources, given the tasks it is charged with. Despite the fact that the Slovene Government reviewed this report, the conditions for the implementation of tasks at the Women's Policy Office have remained unchanged.

### 2.2. Equal Opportunities Policy Commission at the National Assembly

Within the framework of working bodies at the National Assembly, the Commission responsible for monitoring the position of women and for submitting proposals for improving their position had already been established within the Slovene Assembly in July 1990. It was called the Women's Policy Commission and was maintained under the same name and with the same competencies after the 1992 elections. However, after the 1996 elections, when new working bodies began to be set up at the National Assembly, the viability of the Women's Policy Commission was called into question. In collaboration with women's groups within political parties, non-governmental organisations and the media, the Women's Policy Office submitted a request to the Chairman of the National Assembly that a working body be maintained which would ensure that decisions would be adopted in the National Assembly by taking into account equality between women and men. The Office even proposed that the mandate which this working body had had over the previous six years be extended and that a working body be set up at committee level; it would be entrusted with greater competencies in dealing with these matters. In addition, it proposed a change in its name in order that the policy advocated by the working body would not be understood in such a way as to exclude men or devote itself exclusively to addressing so-called "women's problems". When it was eventually set up at committee level at the National Assembly, the working body was renamed the Equal Opportunities Policy Commission. The Commission consists of ten members: seven male and three female deputies. The Commission performs its tasks in co-operation with independent experts and invites the Director of the Women's Policy Office to its sessions.

### *d) Means used to promote and ensure the full development and advancement of women for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms in all fields on the basis of equality with men*

### 1. Raising the awareness of the general public regarding equality between women and men

Raising public awareness with regard to all aspects of equality between women and men, and especially with regard to violations of these rights, is one of the basic activities of the Women's Policy Office. In accordance with the development of national policy and on the occasion of various international events, the Office regularly releases suitable information for the public and opens discussion of topical issues, therefore contributing to the creation of public opinion and to the raising of the awareness of individuals. Many topics have also been included in publications issued by the Office or by other institutions (the Office frequently co-finances publications issued by other institutions).

After the discussion of the Initial Report of the Republic of Slovenia in accordance with the Convention, the Women's Policy Office issued a publication in which it re-published the Convention on the Elimination of All Forms of Discrimination Against Women and the Committee's Report on the Consideration of the Initial Report, and acquainted the public with the issues raised by the Committee's members to the Slovene delegation. April 1997 thus saw the realisation of the Committee's recommendation that the conclusions of the report be forwarded to as wide a circle of people as possible in Slovenia for the purpose of strengthening awareness of steps already taken for the needs of ensuring actual equality between women and men, as well as of the further steps required to achieve this objective.

The Women's Policy Office also issued a publication entitled *The Position of Women in the 1990s*, which was the result of data, information and research results gathered over several years, and which depicts the position of women in various fields between 1990 and 1995; the publication partly reaches back to the 1980s and partly to the more recent period (1996/97). The data is a good basis and point of departure for measures and strategies required for the elimination of discrimination, as well as for initiatives for amending legislation which, however, it is not possible to draft without considerable expert support.

On 8 March, International Women's Day, the Women's Policy Office published a booklet entitled *8 March Within the History of the Struggle for Women's Rights*, which includes a brief chronology of the celebration of International Women's Day throughout the world and in Slovenia, and a historical review of the events which have marked women's struggles for political rights. The purpose of the booklet was to emphasise the fact that "International Women's Day could today incorporate a functional link between the struggle for equal political representation and efforts to ensure a decent life for women – in spite of ideological and party confrontations, or perhaps indeed because of them."

In 1996 a series of lectures was held under the title of "Women's Bloc", organised as part of the "Gay Science" event by KUD France Prešeren. The lectures, whose purpose was to present the current gender problem in the three important spheres of civil society, the state and the university, were also published in book form and sent to numerous institutions and individuals, inviting them to start thinking about issues relating to the ever-topical problem of the role and significance of gender in Slovene society.

## 2. Policy development consultation

The Women's Policy Office participates in a number of national and governmental inter-sectoral groups, thus ensuring that equality between women and men is included in the development of national programmes. The Director and advisers of the Women's Policy Office actively participate in the following groups:

- National Committee for Demographic Policy;
- Working Group for the Preparation of the Action Plan for the Population and Development of the Republic of Slovenia;
- Inter-Sectoral Group for Amending the Law on Marriage and Marital Relationships;
- Inter-Sectoral Group for Amending the Law on Labour Relations;
- Working Group for Preliminary Discussion of the Law on the Registered Partnerships for Homosexual Couples;
- Inter-Sectoral Group for Pension Reform;
- Inter-Sectoral Working Commission for the Monitoring of the International Law Aspects of Human Rights;
- Inter-Sectoral Group for the Preparation of the National Crime Prevention Programme;
- Slovene Council for Sustainable Development;
- Working Group for Social Policy, Labour Law, Health and Safety at Work, and Equal Opportunities for Women and Men, which is preparing the premises for negotiations with the European Union.

Concrete proposals and measures, and amendments to specific laws, are also dealt with by the Office in groups which consist of members of non-governmental organisations and of associations affected by specific issues.

## 3. Campaigns

The Women's Policy Office also devotes time to specific women's problems and draws attention to individual rights through campaigns. Most campaigns are carried out in co-operation with non-governmental organisations, associations and other groups. In 1997 the Office aimed its campaigns chiefly at the area of violence against women, women's health and the position of rural women.

### 3.1. Sexual violence and sexual harassment

On the occasion of the International Days of Struggle Against Violence, the Women's Policy Office prepared a campaign for prevention of and action against sexual violence in 1996. The campaign was targeted chiefly at secondary school students; to this end, a pamphlet entitled *This Is My Body* was distributed to all secondary schools in Slovenia.

To mark the International Day of Struggle Against Violence Against Women, the Women's Policy Office publicly opened the topic of sexual harassment and, in co-operation with a number of trade unions and one of the political parties, released a pamphlet and poster entitled *Sexual Harassment at Work* in 1997. The purpose of the pamphlet was to inform all those facing this problem of their rights and to acquaint them with the institutions and various organisations which offer legal advice and consultation, thus encouraging them to take appropriate action. Through the campaign we also appealed to national institutions, employers and trade unions to become aware that it is their duty to protect the sexual integrity and human dignity of all their employees. The project continues in co-operation with the media and trade unions and, under the title of "How To Say No To Your Boss", is intended primarily for the training of trade union commissioners.

### 3.2. Rural women in Slovenia

On the occasion of World Rural Women's Day, the Women's Policy Office, in co-operation with the Rural Women's Association, provided the public with information on the position of rural women in Slovenia, outlined the problems they face, and suggested that the Government include in its policies activities which will increase the economic independence of rural women, improve their social situation and increase their influence on decision-making processes.

### 3.3. Elderly women

In Slovenia, as in most European and other countries, the elderly are mostly taken care of by their closest family members. Among other things, this means that care is largely the responsibility of women, which is why the Women's Policy Office, on the occasion of International Day of the Elderly, provided the public with information on the position of elderly women in Slovenia and drew attention to the fact that both the formal and informal systems of assistance to the elderly needed to be strengthened, especially help to elderly women since, as elsewhere in the world, they are in danger of becoming the poorest and most socially excluded section of the population.

### 3.4. Women and health

During the European Anti-Cancer Week in 1997, which was aimed at encouraging women to take part in screening programmes for cervical and breast cancer, the Women's Policy Office, in co-operation with the media, published information for the general public, and especially for women, on the National Programme for the Organised Detection of Pre-Cancer Changes in the Cervix. In relation to this, the Office stressed that regular gynaecological examinations are an indispensable part of care for one's own health and that it is the right and obligation of women to take advantage of the opportunity to undergo preventive gynaecological examinations.

On the occasion of World Mental Health Day, the Group for Research Into and the Realisation of the Psycho-Social Needs of Women, MODRA, and the Women's Policy Office underlined the reasons for the poorer mental health of women and outlined the steps required in order to improve the position of Slovene women in this regard.

In 1997, on the occasion of World Osteoporosis Day, the Women's Policy Office, together with the Association of Women Suffering from Osteoporosis at the Section of the Slovene Osteological Association and the media, prepared a comprehensive information campaign aimed at providing women with information on the prevention of osteoporosis, and its detection and treatment.

## 4. Non-governmental organisations

In addition to formal institutions – the Women's Policy Office and the Equal Opportunities Policy Commission at the National Assembly – which promote the realisation of human rights of women through their activities and whose endeavours are aimed at improving the position of women, an important role in the overall achievement of these objectives is played by non-governmental organisations, women's groups within political parties, trade unions, and other organised civil movements.

### 4.1. Women's groups within political parties

Of the seven political parties which entered parliament after the 1996 elections, only two have no specially organised women's group. Those which do have such groups are: the Liberal Democracy of Slovenia (LDS Women's Network); the Slovene People's Party (SLS Women's Association); the Social Democratic Party (SDS Women Democrats Committee); the Slovene Christian Democrats (SKD Slovene Women's Association); and the United List of Social Democrats (ZLSD Women's Forum).

### 4.2. Trade unions

There are 34 trade unions in Slovenia, but according to our data there is only one trade union which has an organised women's group: the Metal and Electrical Industries Trade Union (SKEI), which at its second congress in July 1994, when the working bodies were set up, founded the Commission for Women's Issues, which set the exercise of women's rights and the expression of their interests at work and within its trade union organisations as its major objectives.

### 4.3. Non-governmental women's groups

There are more than 50 non-governmental women's groups in Slovenia, which can further be divided into five major groups: women's groups organised on the basis of profession, politically engaged women's groups, independent women's groups, women's groups in the border regions, and groups for assisting women who are victims of violence.

***e) Possibility for the provisions of the Convention to be invoked before, and directly enforced by, the courts, other tribunals or administrative authorities.***

We have already reported on the possibility of direct reference to the Convention and to the implementation of its provisions in the Initial Report. This time round, therefore, we are only providing a detailed explanation of the position of the Convention within the hierarchy of internal legal acts.

Article 9 of the Slovene Constitution stipulates that ratified and published international agreements shall be used directly, which is why it is possible to refer to the provisions of the Convention on the Elimination of All Forms of Discrimination Against Women before domestic courts. In addition, the presumption of the priority of international agreements over domestic law applies until the conflict is resolved with a constitutional appeal. Unfortunately, the Slovene Constitution does not provide for action in the event of a constitutional provision being in conflict with an international agreement since, in accordance with Article 160 of the Constitution, the Constitutional Court can only decide on the compliance of laws and other regulations with ratified international agreements and with the general principles of international law.

# PART II. INFORCING THE PROVISIONS OF INDIVIDUAL ARTICLES OF THE CONVENTION

## ARTICLE 1.
## DISCRIMINATION AGAINST WOMEN

The definition of "discrimination against women", included in Article 1 of the Convention, is intended for an understanding of all possible forms of discrimination against women in all possible dimensions and in all possible areas in which discrimination against women can appear, and also serves as the point of departure in Slovenia for an assessment of the position of women, a review of legislation, and investigations into the treatment of women in all areas of everyday life, as well as for the preparation of suitable proposals for achieving the ultimate objective of actual equality between women and men in society.

# ARTICLES 2 AND 3.
# MEASURES FOR ENSURING THE EQUALITY BETWEEN WOMEN AND MEN

## 1. Constitutional and legislative provisions

The basic provisions for ensuring human rights and fundamental freedoms, for realising these rights, and for protecting personal freedoms, human integrity, dignity and other rights and freedoms in the area of human rights are included in the Slovene Constitution; they are based on the principle of equality irrespective of gender. The chapter of the Constitution dealing with human rights and fundamental freedoms (Articles 14 to 65) has not been changed in any way since the adoption of the Constitution.

In addition, the constitutional principle of equality between women and men, the generally valid principles of international law, and the provision of international agreements valid in Slovenia are ensured by legislation and other relevant pieces of secondary legislation.

## 2. Violation of the principle of equality

*The Penal Code of the Republic of Slovenia* (Official Gazette of the Republic of Slovenia, No. 71/93) lists violations of the principle of equality as one of the criminal offences against human rights. Individuals who commit this criminal offence, i.e. those who "because of differences in nationality, race, skin colour, religion, ethnic origin, sex, language, political or other persuasions, sexual orientation, material position, birth, education, social position or any other circumstances deprive another individual of any of the human rights or fundamental freedoms which are recognised by the international community or provided by the Constitution, or on the basis of such differentiation give another individual some special right or benefit, shall be liable to a fine or to imprisonment of up to one year. The same applies to individuals who prosecute other individuals or organisations for their support of equality between people. If the offence specified in the first or second paragraphs of this Article is committed by an official person through the abuse of his/her official position, he/she shall be liable to imprisonment of up to three years."

## 3. Harmonisation of legislation with the legal acts of the European Union

Parallel to the preparation of new laws and other regulations, Slovenia is also harmonising its legislation with the legal acts of the European Union. In April 1997 the Slovene Government determined the programme for the harmonisation of legislation, which must be completed by 2001. This dynamic process of forming a new legal order is an opportunity to examine newly proposed laws and other regulations, and the required executive regulations (regulations, decisions, standing orders, decrees and instructions) from the aspect of the major consequences for the position of women and men in Slovene society, and from the aspect of the implementation of provisions in practice and the supervision of implementation.

## 4. Law on Equal Opportunities and the Equal Treatment of Women and Men

The drafting and adoption of a special law for ensuring and promoting equal opportunities and the equal treatment of women and men in all areas of life and at all levels are a constituent part of the proposed governmental programme for the active establishment of equality between women and men, which the Women's Policy Office will submit to the Slovene Government for discussion and adoption.

## 5. Protection of women against any act of discrimination

Slovenia has not set up any special bodies or services which would be responsible for the protection of women against any act of discrimination. A limited role in this area is played by the Women's Policy Office and the Ombudsman, who are charged with specific responsibilities, tasks and authorisations.

The Women's Policy Office plays an important advisory role in the protection of women against any act of discrimination. Many women seek advice at the Office, especially in matters relating to sexual harassment, divorce procedures, maintenance for themselves and/or their children after divorce, housing problems and labour relations. Labour relations is the area in which women most frequently confront hidden forms of discrimination; such discrimination is, however, difficult to prove in the majority of cases. In such cases the Women's Policy Office advises women of their rights and of the methods of protecting these rights, and directs them to the bodies responsible for addressing their problems and for protecting the violated rights.

The Ombudsman is an additional means of extra-court protection of human rights, and therefore the protection of women against discriminatory practice. This institution was described in the first part of this Report.

## 6. Measures for ensuring the full development and improvement of the position of women

One of the basic measures for improving the position of women, and for establishing conditions in which women may enjoy all their rights to the same extent as men, use their full potential to participate in Slovenia's national, political, economic, social and cultural development and enjoy the same benefits according to the contribution they make, is the integration of gender equality (mainstreaming) in the development of policies, programmes and legislation. To this end, the Women's Policy Office prepared a project entitled *Enhancing Women's Participation in Decision and Policy-Making Processes in Slovenia*, which is co-financed by the UNDP (United Nations Development Programme). The project is aimed at strengthening the role and increasing the responsibilities of the Women's Policy Office which, as a central governmental body, must be capable, from the financial and human resources points of view and in terms of influencing decisions, of implementing the tasks it is charged with in an effective manner. The project is also aimed at improving the understanding of gender equality, at making those who adopt decisions at all levels of government aware of the inevitability of the integration of gender equality in all processes involving the development of policies, legislation and decision-making, and at increasing the level of participation of women in political decision-making structures. For the purpose of achieving the objectives of the project, the Women's Policy Office, in co-operation with the individual domestic and foreign experts, non-governmental organisations and governmental sectors involved, is carrying out the following activities:

- For the integration of gender equality in the development of governmental policies, an inter-sectoral group was set up consisting of state officials appointed by the ministers of the three governmental sectors involved (Ministry of Labour, Family and Social Affairs, Ministry of Education and Sport, Ministry of Internal Affairs). In 1998 the members of the group have been involved in an education and training programme in order to become capable, within their own scope of work, of ensuring that the policies, programmes, laws and regulations will have the same effects on both women and men. One of the tasks of the group is also to prepare a strategy for including the gender issue in the everyday work of the Government at all levels.

- For increasing the number of women included in political life, two activities have been introduced. The first is aimed at setting up a network of regional co-ordinators, who would encourage women in their environments to participate in politics and to run as candidates in local and national elections. The second is being carried out at the national level and deals with the preparation of an analysis of the results of the last National Assembly elections, and the current situation and development of new approaches and strategies for the purpose of increasing women's participation in decision-making and in political structures. The network consists of individual experts, representatives of women's groups and political parties.

With this project the Women's Policy Office is aiming to bring about changes in the two areas which the Committee on the Elimination of Discrimination Against Women ranked in its report as among the most critical areas or those areas which cause concern.

## ARTICLE 4.
## PROMOTION OF EQUALITY THROUGH TEMPORARY SPECIAL MEASURES

The Slovene Government is aware that *de facto* equality between women and men cannot be achieved merely by means of suitable legislation; indeed, the elimination of the consequences of the existing stereotypical roles of women and men in Slovene society calls for affirmative action and special temporary measures. The Women's Policy Office, as the central governmental body responsible for preparing such proposals, is investigating various measures, above all in the area of labour relations and employment, where it is making efforts to promote the more active role of men within the family and to encourage them to undertake unpaid work in order to reconcile family and professional obligations and to increase women's participation in political structures and decision-making processes at all levels. An important task of the Women's Policy Office is to participate in the drafting of proposed new legislation and of various reforms of the system, to examine the proposals from the aspect of their effects on the position of women, and to put forward proposals that will ensure the integration of gender equality in the new legal order.

## ARTICLE 5.
## ELIMINATION OF PREJUDICE AND STEREOTYPES

### 1. Family life

The basic document on which Slovene family policy is based is the *Resolution on the Foundations of Family Policy*, adopted in 1993. In order to achieve the greater distribution of work between the sexes, it is necessary to strengthen the public promotion of the more equal distribution of work between family partners and between parents and children, and to include the concept of this kind of distribution of work in education programmes. A contribution to this will be made by the proposed *Law on Parenthood and Family Incomes*, which the Slovene Government has submitted for parliamentary discussion. An important element of the mechanisms for balancing work-related and family duties is the active promotion of the role of fatherhood. The aforementioned proposed law is based on the individuality of the rights of parents and on the untransferrable parts of leave for mothers and fathers, i.e. maternity leave for mothers and paternity leave for fathers; with this, the legislator wishes to encourage more active fatherhood.

From the legal point of view, family life incorporates homosexual couples, as the problem (and a tendency towards the prevention) of discrimination arising from sexual orientation have also been felt in Slovenia. For this purpose the competent ministry (Ministry of Labour, Family and Social Affairs) has established a working group for the preparation of the *proposed Law on Registered Partnerships for homosexual couples*. The objective of the proposed law is to eliminate the deprivation suffered by same-sex partners, which is the result of the fact that they are not registered in such a way as to prove the existence of their cohabitation in the exercise of various issues connected with life in a permanent partnership. The proposed law regulates the formal and material conditions for the registration of such a partnership, but it does not regulate the consequences of the registration of a partnership; rather, it includes an instruction to refer to other laws. With the proposed law, Slovenia is joining the group of countries which provide for specific legal consequences for homosexual couples.

### 1.1. Distribution of work within families

Statistical data and research results show that the traditional gender division of roles and work still exists in Slovenia. Work done by men in the family is of a more technical nature (repairs inside and outside the flat or house), and they are also frequently in charge of financial issues. Women are more frequently involved in work relating to cooking, washing, ironing, i.e. work classified as "routine". The distribution of work relating to the care and upbringing of children is balanced between the partners, although women still have to do the majority of the work.

Despite the still-unbalanced distribution of family duties between the partners, certain changes have been seen. The *1994 Quality of Life* research document included in its survey the question: "Who does work such as tidying, cooking, laundry, everyday shopping, etc. in your household?" According to the research, 32.8% of men share this type of work with their partner, while 39.3% leave this type of work entirely to their partner.

At the declaratory level young people are more inclined to distribute work relating to family duties equally. The young people covered by the *Life and Value Orientations of the Student Population* reject the "patriarchal" concept of family according to which the father maintains the family materially while the mother is in charge of the household and children (83.7% of responses), and support the equal distribution of work in the household (73.6% of responses).

### 1.2. Trends towards changes in family structures

Slovenia is characterised by an intense pluralisation of family forms and family lifestyles. In addition to the "classic" family of a married couple with children, the number of single-parent families, supplemented or re-organised families, extra-marital family communities and families of homosexual partners is on the increase. The trends reflecting these changes in family structures are similar to those which have characterised Western European countries for some time. Official statistics register these changes as part of the indicators of demographic change, such as:

- a fall in the average number of household members;
- a rise in the number of children born out of wedlock;
- a rise in the average age of mothers at the birth of their children and the birth of their first child;
- a fall in the number of new marriages;
- a fall in the number of divorces, etc.

#### 1.2.1. Fall in the average number of household members

The average number of persons living in a single household has been gradually falling since the 1930s: the 1991 figure stands at 3.1 per household, while the 1931 census recorded an average of 4.9.

One of the factors contributing to the fall in the number of persons in a single household is - although we cannot say that all families and households are the same - the fall in the number of children in families: an average of 1.3 children per family (1991 census). The situation is similar with regard to the data on the number of live new-borns per woman, with 1.28 live new-borns per woman in 1996 (down from 2.11 in 1980).

#### 1.2.2. Rise in the number of children born out of wedlock

The number of children born to unmarried parents is increasing every year in Slovenia (the proportion of such children has increased by approximately 1% annually throughout this decade). If we take into account the data on the trend towards a fall in the number of marriages, we can draw the conclusion that the institution of marriage is losing its significance. This does not mean, of course, that the significance of family and family values is also on the wane; a number of research projects have shown that people ascribe great significance to their families. The *Slovene Public Opinion 92/International Research into Values* alone showed that people classify their families as one of the most important areas of their life, placing it second, immediately after their professional work. These patterns are particularly true for the younger populations in Slovenia. Research conducted among students, for example, showed that regulated partner (family) life ranks first among their priorities.

*Table 5: Children born out of wedlock*

| 1990-1994 Average | 1995 | 1996 | 1997 |
|---|---|---|---|
| 5 571 | 5 657 | 5 984 | 5 942 |

Source: Statistical Yearbook 1998, Statistical Office of the Republic of Slovenia.

### 1.2.3. Rise in the average age of mothers at the birth of their children

As in Western European countries, the age of partners at the birth of their first child is moving above 25 in Slovenia. The rise in the average age of mothers at the birth of their children, which has been seen for some time in Slovenia, is among other things the result of economic problems, which pose an obstacle to the creation of families (housing problems, unemployment, etc.).

*Table 6: Average age of mothers at the birth of their first child*

| | 1990-1994 average | 1995 | 1996 | 1997 |
|---|---|---|---|---|
| Age of mother at the birth of first child | 26.5 | 27.2 | 27.5 | 27.7 |

Source: Statistical Yearbook 1998, Statistical Office of the Republic of Slovenia.

### 1.2.4. Fall in the number of new marriages

We have already mentioned that the institution of marriage is losing its significance but that this does not mean a fall in the significance ascribed by people to family life. However, it undoubtedly proves the existence of the pluralisation of family forms, which is confirmed by data on the fall in the number of new marriages.

*Table 7: New marriages*

| 1993 | 1994 | 1995 | 1996 | 1997 |
|---|---|---|---|---|
| 9022 | 8314 | 8245 | 7555 | 7500 |

Source: Statistical Yearbook 1998, Statistical Office of the Republic of Slovenia.

The age of brides and bridegrooms is moving upwards; most women currently get married between the ages of 20 and 24, while most men get married between the ages of 25 and 29. According to 1996 figures (compared to the 1985-1989 average), the average age of brides increased by nearly five years and the average age of bridegrooms by nearly four years.

### 1.2.5. Divorces

A fall was recorded in the number of divorces in Slovenia between 1992 and 1996; we classified among the possible reasons for this trend the unfavourable economic situation at the micro level, which was a consequence of social changes relating to the transition to a market economy. In 1996 the number of divorces again significantly increased, approaching the 1990-1994 average.

*Table 8: Divorces*

| 1990-1994 average | 1993 | 1994 | 1995 | 1996 | 1997 |
|---|---|---|---|---|---|
| 1907 | 1962 | 1923 | 1585 | 2004 | 1996 |

Source: Statistical Yearbook 1997, Statistical Office of the Republic of Slovenia.

Data on dependent children in relation to these divorces shows that most divorces take place in families with one child (40%), followed by divorces in families with no children. Married couples with three or more children rarely get divorced. The comparison of data on the duration of marriages shows that most partners get divorced after five to nine years of

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marriage, while there are many couples who decide to get divorced after more than 15 years of marriage.

## 2. Job advertisements and procedures for the employment of new staff

In Slovenia job advertisements still occasionally include as one of the conditions the issue of sex or the favouring of one of the sexes, while similar discrimination, unfortunately, can be seen in relation to age. The provisions of the proposed *Law on Labour Relations* governing the publication of vacant posts explicitly sets out the obligation of equal treatment irrespective of sex. The first paragraph of Article 22 bans employers from "advertising a vacant post exclusively for men or exclusively for women, unless a specific sex is an indispensable condition for the work to be performed." Furthermore, the proposer of the law, in the second paragraph of the same Article, specifies that "the announcement of a vacant post may not even imply that the employer gives priority to a specific sex, unless in cases specified in the preceding paragraph." In the event of a violation of the ban on discrimination in relation to employment, the employer is obliged to compensate the person who was not selected due to discrimination. Other consequences may be implemented in accordance with the principles of civil law. In accordance with the proposed Article 23, the obligation to submit evidence in the event of a violation of the ban on sex discrimination in accordance with Article 22 shall be borne by the employer.

The practice also remains unchanged whereby most vacant posts are announced in the masculine grammatical form. The feminine grammatical form is used chiefly for explicitly "feminised" posts. One of the important instruments that might help to change this behaviour is the new job classification (*Standard Job Classification*), which introduces the internationally recognised definition of jobs, where jobs are given in both gender forms. The Slovene Government adopted the Decree on the Introduction and Application of the *Standard Job Classification* on 20 March 1997; in it the Government specified that the *Standard Job Classification* shall enter into force on 1 January 1999.

## 3. Role of the media

The Slovene media space has seen relatively little research into the image of the sexes in the media, the gender structure of the designers of media content, the distribution of decision-making power between the sexes in media companies, and the socialisation effects of the media from the point of view of the roles of women and men. In 1991 an analysis was carried out of the first national television channel, and 1995 saw international research into the newspaper, radio and television news, which also included Slovenia. The results of this research, as well as research into the gender structure of Slovene media employees carried out by the Women's Policy Office in 1995 and the empirical research work carried out by the co-ordinator for Slovenia as part of the Global Media Monitoring Project, showed the following:

### 3.1. Women employed in the Slovene media

Many women are employed in the mass media in Slovenia. According to data from 1995, as many as 51% of those employed in the printed media are women (38% in the audio/video media). This does not mean, however, that the number is as high in leading and management positions, where the share of women is below 10%. At the editorial level, this situation is better, as women occupy approximately one-third of the total number of editorial positions.

*Table9: Employees in the Slovene media, by position and sex (%)*

| | Women | Men |
|---|---|---|
| Journalists | 47 | 53 |
| Editors | 33 | 67 |

Source: Dorotea Verša: Mass Media Images of Gender, Women's Policy Office, Ljubljana, 1996

## 3.2. Information equality of women and men

The aforementioned international research project enabled the comparison of three forms of media in Slovenia with respect to the shares of women and men interviewed in newspapers, and with respect to the amount of news dealing with specific women's issues. The results confirmed that the share of women interviewed in news articles is at its lowest on the front pages of Slovene newspapers, the share of women interviewed in television news being somewhat larger. The largest share of women interviewees can be found in radio news, but is still very small.

*Table 10: Comparison of the shares of women and men in three forms of media in Slovenia, by role and sex*

| Medium | Journalist staff (%) | | Interviewed (%) | |
|---|---|---|---|---|
| | Women | Men | Women | Men |
| Newspapers | 23 | 77 | 6 | 94 |
| Radio | 52 | 48 | 13 | 87 |
| Television | 23 | 77 | 8 | 92 |
| **TOTAL** | **40** | **60** | **11** | **89** |

Source: Dorotea Verša: Mass Media Images of Gender, Women's Policy Office, Ljubljana, 1996

One of the reasons for the smaller share of women interviewed is the selection of the most frequently discussed topics. The most frequent areas discussed in the media are those areas of public life in which men are more likely to be involved (politics, economics, terrorism, war, sport, etc.). So, for example, only 7% of the total number of people interviewed in the information programmes of the first national television channel were women. Another group covering areas such as culture, education, ecology, religion, human rights, etc. involves more women interviewees, but still considerably fewer than men. The highest percentage of women interviewees (33%) was found among those interviewed in relation to social care and healthcare topics.

The share of news articles dealing with specific women's issues or the aspects of a specific problem relevant to women is also very low in Slovenia: a mere 2% of all news articles. Although the majority of topics concern the whole of society, the presence of information of special importance to women is far below the actual need for information, given the share of women in the Slovene population as a whole.

## 3.3. Image of women and men in the Slovene media

The image of women and men as presented by the media, as the creators of public opinion, is fairly diverse but certain common characteristics can nevertheless be determined. In relation to leading positions and specialist knowledge, the media more frequently include men - which is a reflection partly of "social reality" and partly of the "self-evidently sexist approach and, in particular, the result of the absence of a planned equal opportunities policy in the area of the public media." On the other hand, women, who are given less "space" in relation to socially important issues, predominate in the presentation of the private sphere. Within this sphere, they appear in the roles of mother, housewife, consumer, their husband's passive escort, etc.

*Table 11: The shares of women and men included in various thematic programme groups on the first national television channel*

| | Women | Men |
|---|---|---|
| Information programmes | 25 | 75 |
| Other information programmes | 36 | 64 |
| Performances | 34 | 66 |
| Video clips | 40 | 60 |
| Entertainment, chat-shows, etc. | 45 | 55 |
| Children's cartoons | 31 | 69 |
| Children's films | 34 | 66 |
| Advertising | 39 | 61 |

Source: Dorotea Verša: Mass Media Images of Gender, Women's Policy Office, Ljubljana, 1996

### 3.4. Advertising

Men and women are presented in expressly different social roles in advertisements; the stereotypical pattern of roles reflects the traditional division of roles between the sexes.

One of the strategies for attracting attention to a product or service in Slovenia is to include persons who are not directly related to the advertised item but who serve as some sort of decoration or aesthetic supplement. In order to achieve this effect, advertisers often resort to the display of sexual connotations. Research into video clips on TV Slovenia, for example, showed that 6% of the persons who appear in commercials wear bathing suits, underwear or tight clothes. Of these, 82% are women.

When research into television commercials was carried out, Slovene advertising did not have its own rules of operation. The Slovene Advertising Code, as a self-regulatory mechanism which binds all factors within the advertising process, was adopted in 1994. One of the advertising rules is the article on decency, which among other things says that "advertising may not contradict the self-evident equality between the sexes; neither may it present men, women or children in an insulting or degrading way." It goes on to say that nudity and sexual connotations, when they are used in relation to the message, are not incompatible with good taste (Slovene Advertising Code, 1995). Unfortunately, the provision of the said article is very loose and therefore allows various interpretations; for example, it does not define the terms "self-evident equality" or "good taste".

Despite the adoption of the Code, there are still many new commercials in which women are directly presented as sexual objects; indeed, the Women's Policy Office has already filed an appeal at the Court of Honour of the Slovene Advertising Code against a commercial which presented women in a degrading and insulting manner. The Court of Honour adopted a decision in which it stated that the appeal was justified and called on those responsible within commercial and advertising agencies to refrain from advertising practice which is contrary to Article 3 of the Chapter on Decency, and announced its verdict publicly.

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## 4. Violence against women and violence in the family

### 4.1. Violence against women: identification of the nature and extent

In the search for the real dimensions of violence against women, we come across considerable differences between official statistical data and informal data collected by non-governmental or voluntary organisations fighting against violence (telephone helplines, associations etc.). Data received by non-governmental organisations shows that the level of violence is significantly higher than that shown by data on reported criminal offences.

In the interpretation of statistical data on criminal offences or on the victims of such offences, we must take into account a number of limitations:

- the data refers to police rather than judicial statistics (reported but not convicted);
- police statistics reflect only a part of total crime (detected or reported crime, while the shares of undetected and non-investigated crime will vary and will depend on the type of criminal offence);
- the growth or fall in the number of criminal offences does not necessarily reflect the actual situation, as it can result from a number of different factors (changes in criminal legislation, greater willingness to report criminal offences, more intensive police operations, etc.).

There are many civil society organisations providing help to victims of violence in the family (telephone helplines, refuges for victims of violence, etc.) which, by detecting violence and introducing mechanisms for the taking of measures, supplement the operation of the state and its institutions and apparatuses which deal with the problem of violence in the family (police, judiciary, social care centres, etc.). There are three safe houses or refuges for women and children who are victims of violence in Slovenia. The first was established at the end of 1996 as part of the Maribor Social Care Centre, and the most recent was opened in Ljubljana at the end of 1997 by the Telephone Helpline Association and is therefore the first non-governmental refuge for women and children in Slovenia. In addition to a number of companies, organisations, political parties and trade unions, the Slovene Government, including the Women's Policy Office, and various municipalities participated in the opening of this refuge.

Help to victims of sexual abuse has been the responsibility of the Association Against Sexual Abuse since 1994. The Association's programme of work includes a telephone line for helping victims of sexual abuse, a self-help group, representation, training, awareness-raising, the inclusion of adult victims of sexual abuse in the planning and management of projects, and a self-help group for victims of rape.

### 4.2. Violence in the family

#### 4.2.1. Dealing with violence in the family through penal legislation

Violence in the family is covered in Articles 145 and 146 of the Penal Code. Article 145 ('Threat to Safety') stipulates that a person who "threatens the safety of any other persons through serious threat to life or limb" shall be liable to a fine or to a prison sentence of up to one year." Article 146 deals with maltreatment and stipulates that a person who, "through maltreatment, affects the physical or mental integrity of any other person" shall be liable to a fine or to a prison sentence of up to six months. Prosecution of both criminal offences commences at the initiative of the victim or person who has suffered damage.

### 4.2.2. The share of women victims of criminal offences

The method of organising statistical data at the Ministry of Internal Affairs does not enable more detailed insight into the gender structure of victims of criminal offences, which is why we can show only basic data on the share of women victims of criminal offences. Here we were particularly interested in those criminal offences which frequently involve violence in the family and in which the share of women victims of violence is considerably higher than the share of men victims. We present the problem of this type of violence in five sub-groups:

- criminal offences against life and limb: murder, bodily harm, threats with an offensive weapon;
- criminal offences against human rights and freedoms: threat to safety, maltreatment;
- criminal offences against sexual integrity: rape, sexual violence, violation of sexual integrity through abuse of position;
- criminal offences against public order and the peace: violent behaviour.

According to data from the Ministry of Internal Affairs, between 1990 and the first eight months of 1996 women were victims of violence in 6,121 cases (29.84% of the total number of 20,516 cases).

Criminal offences against life and limb

Between 1990 and 1996 women were victims of the criminal offences of murder, bodily harm and threats with offensive weapons in 2,810 cases (22.2% of the total number of 12,641 cases).

Data on fluctuations in the number of individual types of criminal offence against life and limb show a significant growth in the share of women victims of violence. In relation to other types of criminal offence, no considerable growth was indicated: in criminal offences involving bodily harm, fluctuations were noted in the share of women victims, while in criminal offences involving threats with offensive weapons the shares were constant.

*Table 12:* *Criminal offences against life and limb, and the share of women victims of these criminal offences, 1990 -1996*

| | | Murder | Grievous bodily harm | Actual bodily harm | Assault | Threat with offensive weapon |
|---|---|---|---|---|---|---|
| 1993 | Total | 68 | 18 | 448 | 531 | 1 012 |
| | Against women | 25 | 4 | 86 | 131 | 239 |
| | Share of women (%) | 36.76 | 22.22 | 19.20 | 24.67 | 23.62 |
| 1994 | Total | 87 | 20 | 391 | 514 | 846 |
| | Against women | 31 | 3 | 92 | 102 | 199 |
| | Share of women (%) | 35.63 | 15.00 | 23.53 | 19.84 | 23.52 |
| 1995 | Total | 90 | 20 | 454 | 1.023 | 470 |
| | Against women | 25 | 1 | 87 | 232 | 107 |
| | Share of women (%) | 27.78 | 5.00 | 19.16 | 22.68 | 22.77 |
| 1996 | Total | 67 | 19 | 288 | 609 | 241 |
| | Against women | 27 | 3 | 54 | 140 | 54 |
| | Share of women (%) | 40.30 | 15.79 | 18.75 | 22.99 | 22.41 |

Source: Ministry of Internal Affairs, 1996

Criminal offences against human rights and freedoms

In criminal offences involving threats to safety and maltreatment, women were victims in 505 cases (42.2% of the total number of 1198 cases) between 1990 and 1996.

*Table 13:* *Criminal offences against human rights and freedoms, and the share of women victims of these offences, 1990 -1996*[1]

| | | Threats to safety | Maltreatment |
|---|---|---|---|
| 1993 | Total | 110 | 1 |
| | Against women | 39 | 1 |
| | Share of women (%) | 35.45 | 100 |
| 1994 | Total | 101 | - |
| | Against women | 32 | - |
| | Share of women (%) | 31.68 | - |
| 1995 | Total | 460 | 71 |
| | Against women | 180 | 41 |
| | Share of women (%) | 39.13 | 57.75 |
| 1996 (first 8 months) | Total | 360 | 95 |
| | Against women | 157 | 55 |
| | Share of women (%) | 43.61 | 57.89 |

[1] No data available for 1990-92 on maltreatment.
Source: Ministry of Internal Affairs, 1996

Criminal offences against sexual integrity

Among criminal offences against sexual integrity, on which we report in accordance with Article 5 of the Convention, we have excluded the criminal offence of pimping or any other form of mediation in prostitution, as the report on these criminal offences will be included in the part relating to Article 6 of the Convention. The data shows that the share of women victims of rape, sexual violence and violations of sexual integrity through abuse of position is exceptionally high: there were 891 such criminal offences between 1990 and 1996 and as many as 850 (95.4%) were committed against women.

*Table 14:* *Criminal offences against sexual integrity and the share of women victims of these offences, 1990-1996*

| | | Rape | Sexual violence | Violation of sexual integrity through abuse of position |
|---|---|---|---|---|
| 1993 | Total | 100 | 22 | 13 |
| | Against women | 100 | 18 | 13 |
| | Share of women (%) | 100 | 81.82 | 100 |
| 1994 | Total | 79 | 32 | 18 |
| | Against women | 79 | 27 | 16 |
| | Share of women (%) | 100 | 84.38 | 88.89 |
| 1995 | Total | 83 | 28 | 24 |
| | Against women | 79 | 25 | 23 |
| | Share of women (%) | 95.18 | 89.29 | 95.83 |
| 1996 (first 8 months) | Total | 38 | 19 | 3 |
| | Against women | 38 | 18 | 3 |
| | Share of women (%) | 100 | 94.74 | 100 |

Source: Ministry of Internal Affairs, 1996

Criminal offences against public order and the peace

Within this chapter penal legislation also deals with the criminal offence of violent behaviour, for which a prison sentence of up to two years is prescribed, or even up to three years if the offence is "committed by two or more persons or if it involves severe humiliation of several persons, or if the perpetrator assaults other persons" (Article 299 of the Penal Code).

*Table 15:* *Criminal offences of violent behaviour and the share of women victims of these offences, 1990 -1996*

| | | Violent behaviour |
|---|---|---|
| 1993 | Total | 418 |
| | Against women | 203 |
| | Share of women (%) | 48.56 |
| 1994 | Total | 422 |
| | Against women | 191 |
| | Share of women (%) | 45.26 |
| 1995 | Total | 192 |
| | Against women | 72 |
| | Share of women (%) | 37.50 |
| 1996 (first 8 months) | Total | 75 |
| | Against women | 32 |
| | Share of women (%) | 42.67 |

Source: Ministry of Internal Affairs, 1996

Breaching public order and the peace
The share of violations in accordance with Article 11/4 of the *Law on Breaches of Public Order and the Peace* (which stipulates that a person "who considerably disturbs the environment with noise, rumble or commotion, or in an impermissible manner considerably breaches the peace or threatens the safety of any person in private premises, or who in any way disturbs the night-time peace and rest of people" shall be liable to a fine or to a prison sentence of up to 30 days), within which interventions in the family or between partners are dealt with, increased somewhat between 1990 and 1994.

*Table 16:* *Breaches of public order and the peace, and the share of women victims, 1988-1994*

| | Number of breaches of public order and the peace | Article 11/4 | Share of women (%) |
|---|---|---|---|
| 1988 | 17 908 | 6 026 | 33.6 |
| 1989 | 17 605 | 6 315 | 35.9 |
| 1990 | 18 222 | 6 795 | 37.3 |
| 1991 | 16 506 | 6 243 | 37.8 |
| 1992 | 20 531 | 7 728 | 37.6 |
| 1993 | 21 634 | 8 985 | 41.5 |
| 1994 | 22 732 | 9 525 | 41.9 |

Source: Ministry of Internal Affairs, 1996

Among violations of the *Law on Breaches of Public Order and the Peace*, quarrelling and shouting (40.1% of all violations), and breaches of the peace and threats to safety in private premises (26.9% of all violations) predominated. As in previous years, both cases involved a considerable percentage of violations committed within the family (over 45%).

### 4.3. Sexual harassment

The new penal legislation has failed to protect women against sexual harassment. In all criminal offences against sexual integrity in which a minor or adult persons are involved, coercion or threat must be proved.

A new issue from the aspect of legal protection against sexual harassment at work is included in the proposed *Law on Labour Relations*, which among the obligations of protecting the worker's personality in Article 42 specifies that the employer must "endeavour to make sure that no worker is a victim of sexual harassment and that no one is subjected to sexual harassment because they complained against gender differentiation." The Chapter on the Extraordinary Cancellation by Workers in Article 91 proposes that workers shall "within eight days of notifying the employer of the fulfilment of obligations extraordinarily cancel the contract of employment", among other things "because they were not ensured equal treatment with respect to gender by the employer" and "if the employer did not take any steps to prevent the workers from being subjected to sexual harassment because they complained against gender differentiation". In the event of the cancellation of the contract of employment due to such action, the proposed Law stipulates that the affected worker is entitled to severance pay determined for cases of the regular cancellation of contracts of employment, and to compensation in the amount of remuneration lost for the time specified for giving notice.

Sexual harassment is an issue which is becoming ever more frequently discussed by the public in Slovenia. This is encouraging women to begin to express themselves as victims of sexual harassment. In order to make further contributions to awareness-raising regarding this issue, the Women's Policy Office published a pamphlet and poster dealing with sexual harassment at work in 1997. The campaign was presented in Part I of this Report.

### 4.4. Pornography

It is difficult to estimate the impact of pornography on the stereotypical image of women in Slovene society, as the magnitude of this phenomenon, especially with the greater access to pornography enabled by new technology and new communication and information channels, is as yet unknown.

The offences of showing pornographic material to persons under 14 years of age, abusing minors for the purpose of producing pornographic products, and using minors for pornographic performances are sanctioned in accordance with Article 187 of the *Penal Code*.

## 5. Education for equality

In the area of family education, which in the Republic of Slovenia is a constituent part of primary and secondary school education, no significant changes have bee noted since the Initial Report was submitted in accordance with the Convention. Since renewal is currently underway in Slovenia of the curriculum, the teaching subjects and the curricular forms, on both the primary and secondary levels, special attention will be devoted within the context of education for participation in democratic processes to education for equality, including the right to freedom of choice and the right to be different.

There was greater activity within the framework of programmes aimed at family education and publications with family themes, which were co-funded by the Ministry of Labour, Family and Social Affairs.

At the suggestion of the Ministry of Labour, Family and Social Affairs, during the International Year of the Family, the Government of the Republic of Slovenia for the first time allocated special budget funds for the implementation of the Resolution on the Basis for the Formulation of Family Policy in the Republic of Slovenia. Programmes within the framework of this resolution were allocated budget funds again in 1995, 1996, 1997 and 1998.

On the basis of a public tender, 20 family education programmes and 6 family assistance programmes were selected in 1995, and 58 in 1998. The co-funded programmes included programmes intended for primary-school and secondary-school pupils and students, partners

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immediately after divorces, partners preparing for joint married and family life, parents of special-needs children, young mothers, young parents and other special target groups.

In terms of contents, most programmes were intended to inform people for responsible partnership and for humanisation of relations between the sexes, of the problems of addiction and delinquency, invalidity and difference, raising and caring for children, establishing quality living in families with mentally or physically handicapped children, resolving pressures in the process of growing up, sexuality and adopting responsible behaviour, limiting the appearance of all forms of violence, overcoming assumptions, stereotypes and prejudice about male and female roles, support for different family types, such as foster families and homosexual partnerships, etc.

Numerous publications were also published, including a publication on the prevention of and help in the event of child abuse, and numerous handbooks (Family Education, Personal Education and Education for Life) representing programmes forming part of the catalogue of options for secondary school pupils were co-financed.

For the first time, budget funds were specially allocated to the co-financing of non-governmental organisations in the area of children and the family in 1998.

## ARTICLE 6.

## TRAFFICKING IN WOMEN AND EXPLOITATION OF PROSTITUTION OF WOMEN

The trafficking in women with the intention of sexual abuse is a crime under the *Penal Code* of the Republic of Slovenia (1994). In the chapter Crimes Against Humanity and International Law, article 387 defines the criminal offence of enslavement and states that this criminal offence is committed by "whoever, in violation of international law, brings another person into slavery or a similar condition, or keeps another person in such a condition, or buys, sells or delivers another person to a third party, or brokers the buying, selling or delivery of another person, or urges another person to sell her/his freedom or the freedom of the person he supports or looks after". Such criminal offences are punished by a prison sentence of 1 to 10 years. Prison sentences are also imposed on "whoever transports persons held in the condition of slavery or in similar condition from one country to another" and on "whoever commits the offence under in the first and the second paragraphs of the present article against a minor".

Between 1993 and 1996 (8 months), one criminal offence of enslavement of a woman was reported. Outside of official statistics, no research has been conducted on the extent of this criminal offence, although we can expect - as for example with presenting persons for prostitution - that the official figures to a certain extent deviate from the actual situation.

In Slovene legislation, prostitution is treated as a minor offence (*Law on Breaches of Public Order and Peace*, Off. Gaz. no. 16/74), and the activity as such is not a criminal offence. Clause five of article 10 of the Law on Offences Against Public Order and Peace prescribes punishment by up to two months in prison for those who submit themselves to, participate in, allow or support prostitution.

Some acts relating to prostitution are criminal offences. The *Penal Code* of the Republic of Slovenia stipulates the criminal offences of pimping and presenting persons for prostitution (articles 185 and 186). The penalty for these offences is a prison sentence of up to three or five years respectively, or up to five or ten years respectively if the offences were committed against minors (or by force, threat or deception).

Although all acts connected to the organisation of prostitution are prohibited, there are no provisions in the legislation on clients.

Between 1993 and 1996 (the first 8 months), twelve criminal offences of presenting persons for prostitution were reported.

Between 1988 and 1992, there were a total of just 10 victims of the criminal offence of pimping, while between 1993 and 1996 (eight months), seven criminal offences of pimping and one criminal offence of enslavement of a woman were reported.

Given the current problem of prostitution, which does not just affect women from former socialist countries, such a low level of criminal offences of pimping and presenting persons for prostitution is certainly unrealistic.

Opinions vary widely about the extent of prostitution in Slovenia. In 1996, the Criminal Service Administration of the Ministry of Internal Affairs recorded around 100 prostitutes, but the "grey area" according to some figures is very large in Slovenia (some estimates suggest 1,800 prostitute).

Based on the information available to the media, prosecutors and criminal investigation officers, the characteristics of prostitution in Slovenia are as follows:

- Most prostitutes are women and girls aged between 18 and 45. According to the criminal investigation officers, they are predominantly women from Ukraine, Russia, Bulgaria. Romania and the republics of the former Yugoslavia. Slovenia is particularly interesting for them, since the relatively high level of prostitution means that pimps don't force them "onto the streets".
- Prostitution has grown particularly noticeably since 1991. This period has seen marked growth in the number of massage parlours, night bars and demand for certain vocational profiles (platform dancers, masseuses, hostesses, strippers, etc).
- It is characteristic of Slovenia that there is almost no street prostitution. The most widespread forms of prostitution are hotel and bar prostitution, while prostitutes from Slovenia for the most part operate at a very high level (advertising and mobile telephones) and are very independent (no pimps).
- Pimps are mostly owners of private companies, renters of night bars and individuals.
- Clients come from different social classes, with many traders and businessmen.

The prosecuting bodies rarely intervene in cases of prostitution (assuming of course that it involves adults and the activities do not have the characteristics of a criminal offence). Health care services are not obliged to inform the police of incidences and carriers of sexually transmitted diseases, and so the police cannot initiate measures against carriers of infectious diseases, while clients only rarely report infection.

One of the forms of prostitution of greatest interest to the prosecuting bodies is brothel-type prostitution. Prosecutors believe that it is an exceptionally well organised form of prostitution. criminal investigation officers in Slovenia are aware of the growth of the international trade in women, and believe that organised crime is coming to Slovenia alongside it.

Prostitutes in Slovenia have no protection, since there is not even one service, office or specially established non-governmental organisation to which they could turn for help. The only solution for them is to report to the police, and they only do so if they are at serious risk.

An initiative was launched in Slovenia in 1996 for the preparation of a law to legalise prostitution. Proponents of the legalisation of prostitution are continuing preparations of legal arrangements in this area. Their aim is to ensure women and men involved in prostitution receive suitable legal and social protection.

# ARTICLE 7.
# WOMEN IN POLITICAL AND PUBLIC LIFE

## 1. Constitutional and legal right to vote and be voted for

The provisions of the Slovene Constitution and individual laws which guarantee women and men the equal right to vote in all elections and the right to be elected to all bodies elected in public elections have not undergone any changes since our Initial Report. The discussion of possible measures which would contribute to the greater participation of women in political structures, in particular the introduction of quotas, was both more intensive and extensive.

In 1994, when the *Law on Political Parties* was under discussion in the National Assembly, proposals were put forward that parties should ensure the equal participation of both sexes in their party lists. The proposal for the proposer of the Law to investigate the possibility of including a provision that would oblige political parties to ensure a minimum share of participation of the sexes in the party lists did not win sufficient support. The *Law on Political Parties*, which was adopted in October 1994, therefore merely contains a provision (in Article 19) that a party must, in its statute, set out "the method of ensuring equal opportunities for both sexes in the appointment of candidates for elections."

This provision was interpreted by the political parties in many different ways. The parties mostly included their general standpoint on equal opportunities for women and men in the appointment of candidates for elections in their statutes. This was one of the reasons why, in 1995, the idea emerged in the public sphere to adopt legal provisions that would "force" the political parties to adopt an active policy for ensuring the more balanced participation of both sexes.

Prior to the 1996 elections the National Assembly twice discussed the proposals aimed at intervening in the under-participation of women in elected bodies of authority. At the end of 1995 a discussion was held of the proposal to amend Article 1 of the *Law on Political Parties*, according to which parties would have to ensure, in their party lists for the 1996 National Assembly elections and for the first local elections to come, at least a one-third participation of both sexes, and to increase this share by 5% in every subsequent election to eventually ensure the equal participation of the sexes. The proposed law was not passed. The second attempt to establish the equal participation of the sexes was the proposal for the compulsory interpretation of the above-mentioned Article 19 of the *Law on Political Parties*. The aim of the proposal, which was submitted for discussion in May 1996, was to make concrete the existing legal provision on the "method of ensuring" equal opportunities for both sexes in the appointment of candidates for elections. The proposal called for the statutes of the parties to explicitly define the procedures and measures for this purpose. This proposal also failed to be adopted by the National Assembly at that time, but the Equal Opportunities Policy Commission re-submitted it for discussion in June 1998.

## 2. Women in political parties

### 2.1. Programmes of political parties for the greater participation of women in political decision-making processes

Discussions on quotas emerged within political parties back in 1989. In 1992 a definition of target quotas was adopted for the first time by a political party. The Statute of the Liberal

Democracy Party determined the lower limit of participation to be at least 30% for both sexes in the party's bodies at the national level and in the party's list of candidates for parliamentary elections. Regrettably, in the 1992 elections the party did not comply with the objectives of the programme. At the last party conference (February 1998) the provisions on the participation of the sexes in party lists for elections changed in favour of a more defined method of ensuring equal opportunities. The party adopted two provisions. The first determined a minimum one-third participation of both sexes in party lists for National Assembly elections, i.e. party lists which the party submits to the Republic Electoral Commission; the second defined the participation of the sexes in party lists for local elections, where the participation of both sexes must again be a minimum of one-third, but here the requirement is looser, as the provision says that the party shall ensure this share as a rule.

Quotas for the appointment of candidates to party lists for elections have been adopted by another party, the United List of Social Democrats. At its 1995 conference this party defined quotas inside the party, as well as quotas for parliamentary and local elections. The party's statute included a provision stipulating that party lists for its collegiate bodies must at all levels "ensure a minimum 40-per-cent participation of both sexes, unless the population structure does not allow for this." For elections at the local and national level, the statute determined that party lists must, as a rule, ensure at least the 40-per-cent participation of both sexes, and at all times ensure a minimum one-third participation of both sexes. It also stipulated that these shares must be increased by 5% in every term until the equal participation of women and men is achieved.

The provision on quotas was binding for the party. In the 1996 elections 40.9% of those on party lists were women, but not a single one was elected to the National Assembly. There are several reasons for this failure: appointing female candidates in regions in which it was clear that they would not be elected; loss of electoral support, which was confirmed by the party's worst ever election results; and the competitiveness among the party's male candidates (mayors and deputies in their current term in office) and the ministers and renowned politicians of the strongest party. After the party's conference following the 1996 elections, the party limited the provision on quotas exclusively to the composition of its bodies.

The statutes and programmes of the other political parties do not contain any special provisions on the method of ensuring the equal participation of women and men, and some parties have not even expressed their standpoint on this issue in principle.

### 2.2. Participation of women in political parties and their level of participation in party bodies

Women in Slovenia are clearly showing an interest in being included in party policy, which is reflected in the data on the share of women members of political parties.

*Table 17: Share of women in the membership structure of parliamentary political parties*

| | DeSUS | LDS | SDSS | SKD | SLS | SNS | ZLSD |
|---|---|---|---|---|---|---|---|
| 1993 | * | 28.2 | 20.3 | 61.7 | 33.3 | 18.0 | 37.3 |
| 1997 | 31.0 | 30.1 | 28.0 | 60.0 | 35.0 | ** | 35.6 |

* In the previous parliamentary term, DeSUS was not a parliamentary party.

** Not available.

*Table 18: Share of women in the bodies and management of parliamentary parties*

| Party | Year | Bodies of the party | Management of the party |
|---|---|---|---|
| DeSUS | 1997 | 13.3 (presidency) | |
| LDS | 1997 | 27.2 (executive committee)<br>27.0 (party council) | 1 vice-president position out of 3 |
| SDSS | 1997 | (not available) | |
| SKD | 1997 | 23.0 (executive committee) | 1 general secretary |
| SLS | 1997 | 18.4 (executive committee) | 1 vice-president position out of 5 |
| SNS | 1997 | 12.0 (presidency) | ** |
| ZLSD | 1997 | 18.3 (presidency)<br>16.7 (party council) | 1 vice-president position out of 3 |

Source: Material for Analysis of the 1996 Elections, Women's Policy Office, Ljubljana, 1997

## 3. Women in national bodies, local authority bodies and the judiciary

### 3.1. Women in national bodies

*Table 19: Women and men in the National Assembly, by function*

| | 1992 | | 1996 | |
|---|---|---|---|---|
| | Women | Men | Women | Men |
| **Deputies** | 13 | 77 | 7 | 83 |
| **President** | 0 | 1 | 0 | 1 |
| **Vice-presidents** | 0 | 3 | 1 | 2 |
| **General Secretary** | 1 | 1 | 1 | 0 |
| **Deputy group leaders** | 0 | 10 | 1 | 8 |
| **Presidents of committees** | 0 | 11 | 2 | 10 |
| **Presidents of commissions** | 5 | 9 | 4 | 9 |

Source: Material for Analysis of the 1996 Elections, Women's Policy Office, Ljubljana, 1997

*Table 20: Women and men in the National Council, by function*

| | 1992 | | 1997 | |
|---|---|---|---|---|
| | Women | Men | Women | Men |
| **National councillors** | 1 | 39 | 5 | 35 |
| **President** | 0 | 1 | 0 | 1 |
| **Vice-presidents** | 0 | 1 | 0 | 1 |
| **Presidents of commissions** | 0 | 6 | 1 | 7 |

Source: Material for Analysis of the 1996 Elections, Women's Policy Office, Ljubljana, 1997

*Table 21: Women and men in the Government, by function*

| | 1992 | | 1996 | |
|---|---|---|---|---|
| | Men | Women | Men | Women |
| **President** | 1 | 0 | 1 | 0 |
| **Vice-President** | - | - | 1 | 0 |
| **General Secretary** | 1 | 0 | 1 | 0 |
| **Members** | 14 | 1 | 19 | 0 |

*Table 22: Public servants in ministries, November 1997*

| | Ministers | | State secretaries | | Heads of const. bodies | |
|---|---|---|---|---|---|---|
| | Men | Women | Men | Women | Men | Women |
| Ministry of Labour, Family and Social Affairs | 1 | 0 | 3 | 3 | 2 | 0 |
| Ministry of Economic Relations and Development | 1 | 0 | 2 | 1 | 4 | 1 |
| Ministry of Finance | 1 | 0 | 3 | 2 | 6 | 0 |
| Ministry of Economic Affairs | 1 | 0 | 3 | 2 | 6 | 0 |
| Ministry of Agriculture, Forestry and Food | 1 | 0 | 3 | 0 | 3 | 0 |
| Ministry of Culture | 1 | 0 | 1 | 1 | 3 | 0 |
| Ministry of the Environment and Physical Planning | 1 | 0 | 3 | 0 | 7 | 0 |
| Ministry of Justice | 1 | 0 | 1 | 0 | 0 | 1 |
| Ministry of Transport and Communications | 1 | 0 | 6 | 0 | 4 | 0 |
| Ministry of Education and Sport | 1 | 0 | 4 | 1 | 2 | 1 |
| Ministry of Health | 1 | 0 | 1 | 1 | 1 | 2 |
| Ministry of Science and Technology | 1 | 0 | 1 | 1 | 2 | 1 |
| Ministry of Foreign Affairs | 1 | 0 | 1 | 1 | 1 | 0 |
| Ministry of Internal Affairs | 1 | 0 | 3 | 0 | 1 | 0 |
| Ministry of Defence | 1 | 0 | 3 | 1 | 4 | 0 |
| Ministry of Small Business and Tourism | 1 | 0 | - | - | - | - |
| Ministers without portfolio | 4 | 0 | - | - | - | - |
| **TOTAL** | **19** | **0** | **38** | **14** | **46** | **6** |

Data on the heads of bodies in the composition of the Slovene Government for the end of 1997 shows a significant lack of balance of employees by sex, as only three offices out of 16 (the Women's Policy Office, the Public Relations and Media Office, and the Office for Religious Communities) are headed by women.

*Table 23: Share of women among higher administrative workers in state administration, by title*

| | Total | | Women | | Share of women (%) | |
|---|---|---|---|---|---|---|
| | 1996 | 1997 | 1996 | 1997 | 1996 | 1997 |
| General secretaries | 11 | 14 | 6 | 6 | 55 | 43 |
| State under-secretaries | 68 | 142 | 28 | 50 | 41 | 35 |
| Advisers to the Government | 310 | 416 | 129 | 192 | 42 | 46 |
| Under-secretaries | 66 | 95 | 41 | 51 | 62 | 54 |
| Assistant directors | 246 | 411 | 89 | 205 | 36 | 50 |
| Advisers to the Director | 670 | 857 | 346 | 413 | 52 | 48 |
| Senior advisers | 587 | 1024 | 277 | 435 | 47 | 43 |
| **TOTAL** | **1958** | **2959** | **916** | **1352** | **47** | **46** |

The share of women appointed to the position of state secretary was 36.8% at the end of 1997; this figure was 41% before the 1996 elections. The ratio between women and men occupying the posts of higher administrative workers at the end of 1997 is slightly better, although the overall share of female higher administrative workers also fell after the 1996 elections.

*Table 24: Women and men at the Ombudsman's Office, by function, January 1998*

| | Men | Women |
|---|---|---|
| Ombudsman | 1 | 0 |
| Deputies | 3 | 0 |
| General Secretary | 0 | 1 |

## 3.2. Women in municipal and city councils

After the 1994 elections for municipal and city councils (December 1994), 2,786 council members were elected in 147 Slovene municipalities, of whom 2,484 were men and 302 women (10.84%). This means that there was an average of two female members per municipality, or one female member per 8.22 male members.

Research carried out by the Women's Policy Office in 1996 shows that in as many as 23 municipalities there were no women among the elected members of municipal and city councils, and that there was a single female member in 42 municipalities. Among presidents of municipal councils, there were 138 men and a mere eight women, while amongst vice-presidents there were 128 men and eleven women. The age structure of elected female members of councils was lower compared to that of male members: 74.8% women and only 66% men in municipal and city councils were 50 or under. The education structure of female and male members was also in favour of the former, with as many as 66.4% of female councillors having completed at least two-year higher education (47.1% in the case of men).

Women were even more neglected with respect to the position of mayor. Out of 147 Slovene municipalities in 1998 only five were led by women mayors, which means that only 3.4% of mayors were women.

That situation compelled the Women's Policy Office to include in the *Enhancing Women's Participation Decision and Policy-Making Processes in Slovenia* project (which we have already mentioned as part of our Report in accordance with Articles 2 and 3 of the Convention) the setting-up of a network of regional co-ordinators, who are supposed to mobilise women for participation in politics in their environments and to encourage them to run as candidates in the next elections (end of 1998) and in particular to continue work at the local level in the future.

Unfortunately, the results of the last elections, which were held in December 1998, did not alter the considerable under-representation of women in local authorities. There were only 370 women councillors elected to municipal and town councils (11.9%), and only 9 out of 192 Slovene municipalities are run by women mayors (4.7%).

## 3.3. Women in the judiciary

### 3.3.1. Constitutional Court

In January 1998 the Slovene Constitutional Court consisted of nine constitutional judges; when replacements were made due to expiry of terms in office, two women judges were elected (January 1998), and another two were elected later on, which means that there are four women judges out of the total number of nine judges.

### 3.3.2. Courts in Slovenia

Among judges working in courts in Slovenia, as many as 63% are women, where the highest percentage (72%) are working in district courts, and the lowest in the Supreme Court (31%).

*Table 25:* *Judges working in courts in Slovenia*

| | Total | | Women judges | | Share of women judges (%) | |
|---|---|---|---|---|---|---|
| | 1995 | 1997 | 1995 | 1997 | 1995 | 1997 |
| Supreme Court | 31 | 32 | 9 | 10 | 29 | 31 |
| Higher courts | 82 | 81 | 38 | 39 | 46 | 32 |
| Circuit courts | 181 | 207 | 110 | 131 | 61 | 63 |
| District courts | 192 | 251 | 130 | 181 | 68 | 72 |
| Labour and social courts | 56 | 60 | 36 | 37 | 64 | 62 |
| **TOTAL** | **542** | **631** | **323** | **398** | **60** | **63** |

Source: Ministry Of Justice, 1998

### 3.3.3. Prosecutors' offices in Slovenia

In prosecutors' offices the share of women prosecutors is almost the same as that of men, where the discrepancy, as in the courts, is greatest at the two highest levels of the hierarchy.

*Table 26:* *Prosecutors working in prosecutors' offices in Slovenia, 31 December 1997*

| | Total | | Women prosecutors | | Share of women prosecutors (%) | |
|---|---|---|---|---|---|---|
| | 1995 | 1997 | 1995 | 1997 | 1995 | 1997 |
| State Prosecutor's Office | 11 | 10 | 3 | 3 | 27 | 30 |
| Higher prosecutors' offices | 15 | 16 | 4 | 4 | 27 | 25 |
| Circuit prosecutors' offices | 124 | 127 | 64 | 67 | 52 | 53 |
| **TOTAL** | **150** | **153** | **71** | **74** | **47** | **48** |

Source: Ministry Of Justice, 1998

## 4. Women in the economy and culture

The level of representation of women in leading positions in the economy is also modest. According to current data, the share of directors of companies is lower in proportion to the size of the company.

*Table 27:* *Women directors in small, medium-sized and large companies, 1996*

| Operating companies from the Register of Companies | Number of women | Share of women (%) |
|---|---|---|
| Small companies | 70 | 14 |
| Medium-sized companies | 131 | 9 |
| Large companies | 59 | 7 |
| All operating companies from the Register | 260 | 9 |
| Companies founded in 1996 of all operating companies | 354 | 18 |

Source: Chamber of Commerce and Industry of Slovenia, 1996

In the area of culture, the average share of women among leading and management workers is higher than that in commercial companies. Of course, as anywhere else, their share will depend on the hierarchical level of the institution: at the highest levels there are fewer women.

*Table 28:* ***Women in management positions in culture, 1996****

| Leading and professional workers in culture | Total | Women | Share of women (%) |
|---|---|---|---|
| Directors of public institutions and republic associations | 85 | 21 | 25 |
| Members of the Cultural Council at the Slovene Government | 19 | 2 | 11 |
| Presidents of expert groups at the Ministry of Culture | 8 | 4 | 50 |
| Managers of municipal central general libraries | 60 | 47 | 78 |
| **TOTAL** | 172 | 74 | 43 |

Source: Ministry of Culture, 1997

*Institutions and associations are included which are financed entirely or partly by the Ministry of Culture.

# ARTICLE 8.
# WOMEN AS GOVERNMENT REPRESENTATIVES IN INTERNATIONAL ORGANISATIONS AND WOMEN IN DIPLOMACY

According to the data provided by the Ministry of Foreign Affairs for the year 1998, Slovenia's diplomatic and consular representative offices based abroad employed 129 diplomats, of whom 40 were women.

*Table 29: Diplomats, 1998*

| Title | Total | Women |
|---|---|---|
| Ambassadors | 25 | 5 |
| General consuls | 5 | 1 |
| Authorised ministers | 22 | 3 |
| Advisers | 32 | 8 |
| 1st, 2nd and 3rd secretaries | 38 | 20 |
| Consuls, vice-consuls | 7 | 3 |
| Total | 129 | 40 |

Source: Ministry of Foreign Affairs, Personnel Organisation Service, 1998

Data on Slovene representatives in international organisations is not available. The Slovene Government resolution specifies "that a permanent representative of the Republic of Slovenia in an international organisation shall be appointed in every concrete case as the professional leader of the representative office of the Republic of Slovenia under whose jurisdiction lies the area in which the international organisation has its head office, unless the Government of the Republic of Slovenia determines otherwise for individual international organisations."

# ARTICLE 9.
# CITIZENSHIP

In relation to the acquisition, changes in and preservation of citizenship, legal provisions do not discriminate between the sexes, which also applies to the acquisition of citizenship by descent.

# ARTICLE 10.
# EDUCATION

## 1. Basic characteristics of the new education system

The major changes that have taken place in Slovenia called for changes in public services, and therefore in the education system as well. Back in February 1996 the National Assembly adopted six laws governing the organisational and financial issues of education (*Law on the Organisation and Financing of Education*, Official Gazette of the Republic of Slovenia, No. 12/96), pre-school education (*Law on Pre-School Institutions*, Official Gazette of the Republic of Slovenia, No. 12/96), primary schools (*Law on Primary Schools*, Official Gazette of the Republic of Slovenia, No. 12/96), grammar schools (*Law on Grammar Schools*, Official Gazette of the Republic of Slovenia, No. 12/96), professional education and training (*Law on Professional and Vocational Education*, Official Gazette of the Republic of Slovenia, No. 12/96), and adult education (*Law on Adult Education*, Official Gazette of the Republic of Slovenia, No. 12/96).

With regard to gender differentiation, the process of the introduction of changes in the system is shifting its stress from the formal rights of non-discrimination to substantial rights and the ensuring of equal opportunities at all levels of the education system. For this purpose, as part of children's rights within the process of system reform, the rights of girls are also included, as well as the discrepancy of the concept of equal opportunities in an unequal education system in which, in one way or another, members of one sex are still privileged.

Pre-school education programmes are divided into two groups: those for children aged between one and three (first age group) and those for children aged between three and the age they start school (second age group).

Primary education lasts for nine years, which at the same time is the period of compulsory schooling, which begins at the age of six. It is divided into three periods and is completed with a combination of external and school examinations and the grading of knowledge. Pupils who fail to complete primary education successfully, or who want to improve their final certificate grades can take the optional but universally accessible tenth year of general education. Primary schools with adjusted timetables are available for children who have special needs and who can therefore not be included in ordinary primary schools.

Grammar schools have a long tradition in Slovenia, and there are two basic types. The general grammar school provides a wide general education, where students can partly choose between programmes. The second type is the professional grammar school, which focuses on a specific professional area in part of its programme. Grammar school is completed with the *matura* (final exams) and ensures universal transition to higher education institutions, primarily universities.

After the completion of general or professional grammar school study, one can acquire vocational education even without the *matura* by taking a one-year vocational course, which enables those who have completed grammar school to upgrade their knowledge with more specialist and practical professional education and training. This type of education has also been made accessible to employed persons who were previously not able to acquire the appropriate education. Those who acquire education in secondary vocational and technical schools and who want to switch to grammar school must obtain a prior permit for the transfer from the headmaster of the relevant grammar school, who also sets the conditions and deadlines for the transfer. Students who have acquired education in vocational and technical schools may subsequently take the *matura* exams and continue their studies at the higher education level. For this purpose they must enter a one-year *matura* course. Similar programmes have also been prepared for adults who wish to take the entire range of *matura* exams or just individual parts of it.

The system of vocational education and training is governed by a special law. The lowest level in the system is the lower vocational school. This school can be entered by anyone who has completed primary school. In this case the education programme lasts for two years. This type of school, however, can also be entered by those who have not completed primary school. For them, the school programme takes three years. Lower vocational education can also be acquired through the certificate system. This system allows education in accordance with a suitable abbreviated three-year vocational school programme and takes into account previously obtained knowledge. The most important form of vocational education is the three-year secondary vocational school, which is aimed at educating people for work in the economy and in service activities. Unlike the previous school-based model, the recent reform has introduced a classic dual-system model, which is being developed gradually from experimental vocational education programmes, adjusted to meet the needs of the small trade and small business sectors.

After the completion of secondary vocational school, it is possible to acquire the title of skilled worker, which requires students to pass the skilled worker examination. This examination provides them with an education equivalent to secondary vocational education. The next possibility for continuing studies after the completion of three-year vocational school is the two-year vocational/technical school. This school is completed with a final exam and enables the continuation of studies along the vocational vertical at two-year higher and higher professional schools.

The secondary vocational (technical) school also enables the acquisition of the profession of technician (four years). It is completed with a final exam. Education can be continued at two-year higher or higher professional schools.

Two-year higher professional schools can be entered by those who have completed secondary professional school or vocational-technical school. Those who have passed the skilled-worker exam can also enrol in these schools once they pass the conversion exam. These schools are part of the professional education and training system, and are a special form of tertiary education separate from higher education. The introduction of these schools bridges the gap between secondary and higher education which existed before.

Higher education encompasses two universities and independent higher education institutions (currently two postgraduate schools and five higher professional schools). Some higher professional schools also operate within the universities. There are two types of undergraduate programme: the university programme, which lasts between four and six years and where candidates must have completed the *matura* in order to enrol, and professional programmes, which normally last for three years and where candidates must have completed the *matura* or the final exam in a secondary professional school. Postgraduate programmes include various forms of specialisation, Master's degrees and doctorates.

On the one hand, adult education takes the form of a certificate system, which covers the needs of the labour market; on the other it enables adults to acquire formal education. Adult education is carried out within schools and other educational institutions. The network of institutions for adult education in principle ensures access to education for everyone, irrespective of age and level of education achieved. Adult education is intended to eliminate the knowledge gap and to meet the ever-increasing demand for new knowledge required by work and life in modern conditions.

## 2. Education activities

### 2.1. Pre-school education

Slovenia boasts a well-developed system of organised pre-school education, which is reflected in both the extent and quality of this activity. The uniform system of public nursery schools hosts pre-school children aged between one and seven. Pre-school education is not compulsory, with the exception of preparations for school, which are held one year prior to a child's entry into a primary school. Since 1993, nursery schools have fallen under the jurisdiction of the Ministry of Education and Sport, and they are founded and financed by municipalities. Nursery schools are normally located in special-purpose buildings; only rarely can they be found in adapted housing or school premises.

As regards timetables, the whole-day programmes (more than six hours) are the most widespread programmes in nursery schools, most children spending even more than eight hours a day in the nursery school. Children aged up to two years are included in nursery departments, and children between two and seven in pre-school departments. These units do not contain mixed age-groups as a rule, where in the case of children aged between three and six it is only exceptionally permissible to organise children's departments containing mixed age-groups.

Shorter programmes are held throughout the school year, or are compressed into a specific period of time. They last fewer than six hours a day and do not necessarily take place every day. Children aged between three and six who are not included in the whole-day programme can attend the shorter "*ciciban* hours" programme. Children aged between six and seven who are not included in the whole-day programme attend the programme of preparation for school.

Statistical data from the 1980s shows that the percentage of children included in nursery schools increased constantly up to 1987 with respect to the total population. In 1980, for example, 38% of all children were included in nursery schools; this figure had risen to 52% by 1987. Since then, the share of children included has fluctuated around 50%, and at the beginning of the 1996/97 school year 57.7% of all children of relevant age were registered in daily care, which is more than previous years (1993/94 52.3%, 1994/95 54.4% and 1995/96 56.9%).

*Table 30: Nursery schools and number of children included*

| | Institutions | Departments | Number of children | Number of girls | Share of girls (%) |
|---|---|---|---|---|---|
| 1992/93 | 774 | 3 356 | 66 029 | 31 586 | 47.8 |
| 1993/94 | 773 | 3 404 | 67 178 | 32 156 | 47.9 |
| 1994/95 | 776 | 3 446 | 66 703 | 31 694 | 47.5 |
| 1995/96 | 793 | 3 500 | 66 553 | 31 559 | 47.4 |
| 1996/97 | 800 | 3 509 | 65 332 | 31 161 | 47.7 |
| 1997/98 | 793 | 3 468 | 62 662 | 29 912 | 47.7 |

Source: Statistical Yearbook 1998, Statistical Office of the Republic of Slovenia

*Table 31: Number of persons employed in the area of childcare and education, share of women, and number of children per employee*

| | Persons employed in childcare and education | Women employed in childcare and education | Share of employed women (%) | Number of children per employee |
|---|---|---|---|---|
| 1992/93 | 6 396 | 6 298 | 98.5 | 10.3 |
| 1993/94 | 6 343 | 6 308 | 99.4 | 10.6 |
| 1994/95 | 6 526 | 6 450 | 98.8 | 10.2 |
| 1995/96 | 6 672 | 6 555 | 98.2 | 10.2 |
| 1996/97 | 6 709 | 6 609 | 98.5 | 9.9 |
| 1997/98 | 6 911 | 6 821 | 98.7 | 9.1 |

Source: Statistical Yearbook 1998, Statistical Office of the Republic of Slovenia

Nursery schools are also attended by children who are preparing for school and who are not included in regular daily care. The share of these children in the entire population of children attending nursing schools is 5.9%.

Combined departments include children of several age groups: from age three to the age when they are included in preparations for primary school. The share of these children in the 1996/97 school year was 12.6%, while in the 1997/98 school year the share was 15.5%.

Developmental departments are intended for children who are suffering disturbances in their physical and mental development. In the school year 1996/97 40 of the 64 departments were intended for mentally handicapped children, 14 for physically handicapped children and ten for other handicapped children. The share of these children was 0.55% of all children attending nursery schools.

## 2.2. Primary education

Article 57 of the Slovene Constitution stipulates that primary education is compulsory and that it is financed by public funds. It is carried out by public and private primary schools, primary schools with adapted programmes (for children suffering from moderate developmental disorders) and institutions for the education and training of children with severe developmental disorders. Alternatively, it can be carried out in the form of education at home. The primary education programme comprises the compulsory programme and the extended programme. The latter encompasses extended stay, morning care, additional lessons, leisure and hobby activities, and school nature trips.

Statistical data clearly reflects the fall in the number of children.

*Table 32: Primary schools, classes, pupils and teachers*

| | Primary schools | Classes | Pupils | Girls | Share of girls (%) | Teachers | Women | Share of women (%) |
|---|---|---|---|---|---|---|---|---|
| 1992/93 | 822 | 9 481 | 217 431 | 106 034 | 48.8 | 14 971 | 12 660 | 84.6 |
| 1993/94 | 820 | 9 435 | 213 137 | 104 050 | 48.8 | 15 053 | 12 766 | 84.8 |
| 1994/95 | 825 | 9 451 | 209 334 | 102 578 | 49.0 | 15 199 | 12 911 | 84.9 |
| 1995/96 | 826 | 9 456 | 207 032 | 101 239 | 48.9 | 15 372 | 12 985 | 84.5 |
| 1996/97 | 824 | 9 366 | 200 938 | 98 163 | 48.9 | 15 469 | 13 100 | 84.7 |

Source: Statistical Yearbook 1998, Statistical Office of the Republic of Slovenia

The average number of pupils in individual classes between the 1984/85 and 1994/95 academic years remained the same, with a slight tendency to fall in recent years. This means that there were 23 pupils on average in individual classes, with an average of 15 pupils per teacher.

*Table 33:* *Primary schools for children with special needs*

| | Schools | Classes | Pupils | Girls | Share of girls (%) | Teachers | Women teachers | Share of women teachers (%) |
|---|---|---|---|---|---|---|---|---|
| 1992/93 | 78 | 539 | 4 611 | 1 826 | 39.6 | 993 | 835 | 84.1 |
| 1993/94 | 75 | 521 | 4 261 | 1 593 | 37.4 | 931 | 807 | 86.7 |
| 1994/95 | 76 | 506 | 4 135 | 1 566 | 37.9 | 936 | 798 | 85.3 |
| 1995/96 | 77 | 486 | 3 963 | 1 481 | 37.4 | 933 | 806 | 86.4 |
| 1996/97 | 78 | 493 | 3 961 | 1 512 | 38.2 | 949 | 814 | 85.8 |

Source: Statistical Yearbook 1998, Statistical Office of the Republic of Slovenia

In the ten-year period between 1985/86 and 1995/96, the number of primary schools with adapted curricula and timetables which enrolled children with more moderate mental disorders, blind and partially-sighted children, children with hearing and speech impediments, and children with other physical disorders was nearly the same throughout. Owing to the specific nature of the work, the average number of pupils in a class in primary schools for children with special needs was lower than the general average number. The same applies to the number of pupils per teacher.

There are also ten bilingual primary schools in Slovenia, in which the teaching languages are either Slovene and Hungarian or Slovene and Italian. The number of children in these schools is also lower than the average number, as is the number of pupils per teacher.

Whole-day primary schools have not existed in Slovenia since the 1993/94 academic year, but the number of primary schools organising the extended stay of children and other forms of extended programme has been on the increase. In the 1995/96 academic year there were 463 schools in Slovenia offering the possibility of extended stay for their pupils. Extended stay was practised in 1,109 classes, covering 11.9% of the total number of pupils.

## 2.3. Secondary education

After they complete primary education, most pupils continue their education in secondary schools. The percentage of pupils who do not take the option of continuing their studies fluctuates between 10 and 15%, and has fallen in recent years.

*Table 34:* *Secondary schools, classes, pupils and teachers*

| | Schools | Classes | Pupils | Girls | Share of girl students (%) | Teachers | Share of women teachers (%) |
|---|---|---|---|---|---|---|---|
| 1992/93 | 145 | 3 458 | 95 621 | 48 391 | 50.6 | 6 977 | 55.9 |
| 1993/94 | 151 | 3 615 | 97 072 | 49 117 | 50.6 | 7 360 | 57.6 |
| 1994/95 | 152 | 3 797 | 99 657 | 50 231 | 50.4 | 7 796 | 59.1 |
| 1995/96 | 154 | 3 895 | 102 079 | 51 266 | 50.2 | 8 143 | 60.1 |
| 1996/97 | 154 | 4 012 | 107 041 | 53 651 | 50.1 | 8 476 | 60.9 |
| 1997/98 | 153 | 4 071 | 107 362 | 53 697 | 50.0 | 8 798 | 61.8 |

Source: Statistical Yearbook 1997, Statistical Office of the Republic of Slovenia

The gender structure of enrolled students by course has not changed substantially this decade, which is why we can take the 1995/96 academic year as an illustration.

*Table 35: Secondary schools: classes and students, by course, at the end of the 1995/96 academic year*

| | Classes | Students | Girls | Share of girls (%) |
|---|---|---|---|---|
| Food production | 252 | 5 971 | 2 969 | 49.7 |
| Forestry | 7 | 92 | 4 | 4.3 |
| Leather production | 22 | 381 | 308 | 80.8 |
| Textiles | 211 | 5 051 | 4 914 | 97.3 |
| Chemistry, pharmacy, rubber production, non-metal production | 67 | 1 552 | 1 105 | 71.2 |
| Wood production | 150 | 3 521 | 117 | 3.3 |
| Civil engineering | 119 | 2 715 | 463 | 17.1 |
| Catering and tourism | 217 | 5 692 | 2 618 | 46.0 |
| Economics | 696 | 19 892 | 13 969 | 70.2 |
| Printing and paper | 32 | 690 | 315 | 45.7 |
| Electrical engineering and computer science | 329 | 8 163 | 105 | 1.3 |
| Metallurgy and mechanical engineering | 504 | 11 557 | 321 | 2.8 |
| Transport and communications | 48 | 1 133 | 455 | 40.2 |
| Mining | 8 | 175 | - | 0.0 |
| Healthcare | 150 | 4 388 | 3 524 | 80.3 |
| Education | 26 | 751 | 735 | 97.9 |
| Social sciences | 54 | 1 394 | 1 250 | 89.7 |
| Culture | 46 | 1 371 | 867 | 63.2 |
| General education | 865 | 24 904 | 15 233 | 61.0 |
| Personal services | 74 | 2 135 | 1 994 | 93.4 |
| Internal affairs | 18 | 551 | - | 0.0 |
| **TOTAL** | **3 895** | **102 079** | **51 266** | **50.2** |

Source: Statistical Yearbook 1997, Statistical Office of the Republic of Slovenia

## 2.4. Completion rates in primary and secondary education

The figures on completion rates in primary schools have fluctuated between 95.9% (1971/72) and 98.1% (1990/91).

According to the data of the Careers Office at the National Employment Office in 1994/95, 92.5% of pupils continued their education at the secondary level immediately after completing primary school.

As with the data on completion rates in primary schools, the figures on completion rates in secondary schools are purely ballpark figures, as they cover students in all secondary school classes and are not based on the individual monitoring of students. The share of those who do not complete a study year is calculated on the basis of the number of students enrolled in the current year and therefore does not take into account the students who left school before successfully completing the year. For this reason, the 90-per-cent completion rate is something of an overestimation but is still accurate enough.

The share of young people completing secondary school studies has been on the increase in the 1990s; every year their number has exceeded 57% of the total number of all those who complete secondary-level education (for the sake of comparison, this share was a mere 47.6% in 1981). Despite the growth in the number of young people included in secondary education, the completion rate is falling slightly, with girls being more successful than boys on average.

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*Table 36:* *Advancement of students in secondary schools by course, 1993/94 academic year*

| Course | Total (%) | Women (%) | Men (%) |
|---|---|---|---|
| Food production | 86.7 | 88.8 | 84.8 |
| Forestry | | | 81.9 |
| Leather processing | 83.2 | 83.2 | 83.3 |
| Textile | 91.7 | 92.0 | 83.0 |
| Chemistry, pharmacy, rubber production, non-metal production | 81.3 | 82.1 | 79.5 |
| Wood production | 87.3 | 83.1 | 87.5 |
| Civil engineering | 86.2 | 84.2 | 86.7 |
| Catering/tourism | 88.9 | 88.1 | 89.8 |
| Economics | 90.1 | 90.5 | 89.2 |
| Printing/paper | 82.1 | 72.3 | 91.2 |
| Electrical engineering/computer science | 86.3 | 72.4 | 86.6 |
| Metallurgy/mechanical engineering | 89.2 | 87.7 | 97.5 |
| Transport/communications | 88.8 | 91.3 | 86.4 |
| Mining/geology | 90.4 | | 90.3 |
| Healthcare | 85.4 | 84.4 | 90.5 |
| Education | 91.6 | 90.6 | |
| Social sciences | 89.2 | 89.6 | 81.4 |
| Culture | 89.5 | 93.7 | 82.2 |
| Grammar school | 93.7 | 94.2 | 92.9 |
| Personal services | 92.8 | 93.8 | |
| Internal affairs | 98.9 | | 98.9 |
| **Total** | **89.8** | **90.7** | **88.9** |

Source: Mencin, 1996 Research Results, No. 657

## 2.5. Two-year higher and higher education studies

In December 1993 the National Assembly adopted the *Law on Higher Education* (Official Gazette of the Republic of Slovenia, No. 67/93), thereby ending the more than ten-year period in which higher education was not legally regulated by means of a special law.

*Table 37:* *Higher education graduates, 1990-1996*

| | Total | Women | Share of women (%) |
|---|---|---|---|
| 1992 | 5 711 | 3 448 | 60.4 |
| 1993 | 5 943 | 3 677 | 61.9 |
| 1994 | 5 812 | 3 465 | 59.6 |
| 1995 | 6 419 | 3 809 | 59.3 |
| 1996 | 7 724 | 4 658 | 60.3 |

Source: Research Results, No. 695/1997, Statistical Office of the Republic of Slovenia

The data on students enrolled in higher education institutions in the 1996/97 academic year also shows that the number of young people who wish to continue their studies after completing secondary school has increased. Total enrolment was 50,667, 10.3% higher than the year before. This included 28,660 women students (56.6%). In 1997/98, total enrolment was 64,678, of which 55.9% were women students (the number is considerably higher, since from this academic year the total number of students includes those with student status working on their dissertation or final examinations).

As with data from the 1980s, data on graduates and students in the 1990s shows that women are still strongly predominant in the higher education schools and faculties providing education in the areas of healthcare and social work, and in the area of pedagogy. In addition, the share of female students significantly exceeds the share of male students in the Faculty of

Economics, the Faculty of Social Sciences, the Faculty of Pharmacy, the Faculty of Medicine, and in some departments within the natural sciences and biotechnical faculties. These shares are relatively balanced in the Faculty of Arts, the Veterinary Faculty, the Theological Faculty, the Faculty of Architecture, arts academies and in some independent higher education institutions. The share of female students is less than 10% in the Faculty of Mechanical Engineering, the Faculty of Electrical Engineering, and the Faculty of Computer and Information Science; the share of female students does not reach one-third in the faculties which provide education in the areas of civil engineering and geodesy, maritime studies and transport. The share of female students is also less than one-third in two independent higher education institutions: the Higher Police School and the Higher Professional Business School.

*Table 38:* *Students in university and independent higher education institutions, by sex, 1996/97 academic year, University of Ljubljana*

| **Independent higher education institution** | **Total number of students** | **Women** | **Share of women (%)** |
|---|---|---|---|
| **TOTAL** | **50 667** | **20 420** | **56.6** |
| UNIVERSITY OF LJUBLJANA | 34 715 | 20 095 | 57.9 |
| **Higher education schools** | 4 650 | 3 432 | 73.8 |
| - Higher School of Social Work | 603 | 540 | 89.5 |
| - Higher Administrative School | 3 139 | 2 138 | 68.1 |
| - Higher School of Medicine | 908 | 754 | 83.0 |
| **Faculties** | 29 455 | 16 322 | 55.4 |
| - Faculty of Arts | 4 241 | 3 320 | 78.3 |
| - Faculty of Economics | 5 541 | 3 378 | 61.0 |
| - Faculty of Law | 1 510 | 981 | 65.0 |
| - Faculty of Social Sciences | 2 277 | 1 552 | 68.1 |
| - Faculty of Sports | 585 | 190 | 32.5 |
| - Ljubljana Faculty of Education | 1 961 | 1 763 | 89.9 |
| - Theological Faculty | 481 | 226 | 47.0 |
| - Faculty of Mechanical Engineering | 1 178 | 28 | 2.4 |
| - Faculty of Electrical Engineering | 1 197 | 34 | 2.8 |
| - Faculty of Architecture | 739 | 391 | 52.9 |
| - Faculty of Civil Engineering and Geodesy | 849 | 231 | 27.2 |
| Department of Civil Engineering | 568 | 136 | 23.9 |
| Department of Geodesy | 281 | 95 | 33.8 |
| - Faculty of Chemistry and Chemical Technology | 1 065 | 475 | 44.6 |
| - Faculty of Mathematics and Physics | 515 | 177 | 34.4 |
| Department of Mathematics and Mechanics | 291 | 145 | 49.8 |
| Department of Physics | 224 | 32 | 14.3 |
| - Faculty of Natural Sciences and Technology | 955 | 615 | 64.4 |
| Department of Textiles | 551 | 450 | 81.7 |
| Department of Materials and Metallurgy | 173 | 76 | 43.9 |
| Department of Geo-Engineering and Mining | 98 | 25 | 25.5 |
| Department of Geology | 133 | 64 | 48.1 |
| - Faculty of Computer and Information Science | 700 | 53 | 7.6 |
| - Faculty of Maritime and Transport Studies | 1369 | 406 | 29.6 |
| - Biotechnical Faculty | 2 132 | 1 034 | 48.5 |
| Department of Agronomy | 428 | 248 | 57.9 |
| Department of Food Production | 237 | 160 | 67.5 |
| Department of Forestry | 302 | 32 | 10.6 |
| Department of Biology | 277 | 202 | 72.9 |
| Department of Wood Processing | 394 | 58 | 14.7 |
| Department of Zoological Studies | 251 | 155 | 61.7 |
| Microbiology | 168 | 127 | 75.6 |
| Landscape Architecture | 75 | 52 | 69.3 |
| - Veterinary Faculty | 309 | 185 | 59.9 |

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| | | | |
|---|---|---|---|
| - Faculty of Medicine | 1 234 | 786 | 63.7 |
| - Faculty of Pharmacy | 617 | 497 | 80.5 |
| | | | |
| **Arts academies** | 610 | 341 | 55.9 |
| - Academy of Music | 303 | 172 | 56.8 |
| - Academy of Fine Arts | 226 | 1130 | 57.5 |
| - AGRFT* | 81 | 39 | 48.1 |

| | | | |
|---|---|---|---|
| UNIVERSITY OF MARIBOR | 15 026 | 8 186 | 54.5 |
| | | | |
| **Higher schools** | 292 | 271 | 92.8 |
| - Higher Medical School | 292 | 271 | 92.8 |
| **Faculties** | 14 734 | 7 915 | 53.7 |
| - Maribor Faculty of Education | 2 702 | 2 207 | 81.7 |
| - Economics and Business Faculty | 4 720 | 3 021 | 64.0 |
| - Kranj Faculty of Organisational Sciences | 2 107 | 927 | 44.0 |
| - Maribor Faculty of Law | 884 | 604 | 68.3 |
| - Faculty of Electrical Engineering, and Computer and Information Science | 1 253 | 75 | 6.0 |
| - Faculty of Civil Engineering | 838 | 223 | 26.6 |
| - Faculty of Chemistry and Chemical Technology | 334 | 218 | 65.3 |
| - Faculty of Mechanical Engineering | 1 425 | 404 | 28.3 |
| - Faculty of Agriculture | 471 | 236 | 50.1 |
| | | | |
| INDEPENDENT HIGHER EDUCATION INSTITUTIONS | 926 | 379 | 40.9 |
| Higher Police Security School | 286 | 19 | 6.6 |
| Higher School of Hotel Management and Tourism | 332 | 229 | 69.0 |
| Higher School of Management | 182 | 96 | 52.7 |
| Higher Professional Business School | 126 | 35 | 27.8 |

Source: Research Results, No. 687/1997, Statistical Office of the Republic of Slovenia

*Academy of Theatre, Radio, Film and Television

*Table 39:* ***Graduates and the share of women by higher education institution, study programme, level and sex, 1996****

| | Two-year higher education | | | | Higher education | | |
|---|---|---|---|---|---|---|---|
| | Total | All | Women | Share of women (%) | All | Women | Share of women (%) |
| **ALL SCHOOLS** | **7 724** | **3 217** | **1 883** | **58.5** | **4 507** | **2 775** | **61.6** |
| HIGHER SCHOOLS | 941 | 795 | 563 | 70.8 | 146 | 119 | 81.5 |
| *Social Sciences* | 705 | 579 | 375 | 64.8 | 126 | 105 | 83.3 |
| *Medical Sciences* | 236 | 216 | 188 | 87.0 | 20 | 14 | 70.0 |
| FACULTIES | 6 697 | 2 419 | 1 319 | 54.5 | 4 278 | 2 613 | 61.1 |
| *Social Sciences* | 4 189 | 1 510 | 1 107 | 73.3 | 2 679 | 1 966 | 73.4 |
| - Faculty of Arts | 341 | - | - | - | 341 | 289 | 84.8 |
| - Faculty of Economics | 1 006 | 421 | 307 | 72.9 | 585 | 417 | 71.3 |
| - Faculty of Law | 243 | - | - | - | 243 | 144 | 59.3 |
| - Faculty of Social Sciences | 188 | - | - | - | 188 | 137 | 59.3 |
| - Faculty of Sports | 117 | - | - | - | 117 | 60 | 51.3 |
| - MB Faculty of Education | 319 | 86 | 81 | 94.2 | 233 | 208 | 89.3 |
| - MB Economics and Business Faculty | 876 | 517 | 392 | 75.8 | 359 | 259 | 72.1 |
| - Faculty of Organisational Sciences | 347 | 180 | 81 | 45.0 | 167 | 83 | 49.7 |
| - LJ Faculty of Education | 425 | 105 | 105 | 100.0 | 320 | 295 | 92.2 |
| - Theological Faculty | 25 | - | - | - | 25 | - | 0.0 |
| - MB Faculty of Law | 302 | 201 | 141 | 70.1 | 101 | 74 | 73.3 |
| *Technical Sciences* | 1 838 | 776 | 165 | 21.3 | 1 062 | 311 | 29.3 |
| - Faculty of Mech. Engineering | 294 | 151 | 2 | 1.3 | 143 | 5 | 3.5 |
| - Faculty of Electr. Engineering | 286 | 85 | 3 | 3.5 | 201 | 17 | 8.5 |
| - Faculty of Architecture | 78 | - | - | - | 78 | 45 | 57.7. |
| - Faculty of Civil Engineering and Geodesy | 84 | 41 | 11 | 26.8 | 43 | 17 | 39.5 |
| - LJ Faculty of Chemistry and Chemical Technology | 238 | 93 | 34 | 36.5 | 145 | 91 | 62.7 |
| - Faculty of Mathematics and Physics | 89 | 15 | 6 | 40.0 | 74 | 30 | 40.5 |
| - Natural Sciences Faculty | 107 | 43 | 31 | 72.1 | 64 | 38 | 59.4 |
| -Faculty of Elect. Engineering, Computer and Information Science | 167 | 77 | - | 0.0 | 90 | 4 | 4.4 |
| - MB Faculty of Civil Engineering | 27 | 17 | 2 | 11.8 | 10 | 5 | 50.0 |
| - MB Faculty of Chemistry and Chemical Technology | 54 | 30 | 15 | 50.0 | 24 | 18 | 75.0 |
| - MB Faculty of Mech. Engineering | 168 | 86 | 25 | 29.1 | 82 | 14 | 17.1 |
| - Faculty of Computer and Information Science | 79 | 17 | 2 | 11.8 | 62 | 8 | 12.9 |
| - Faculty of Maritime and Transport Studies | 167 | 121 | 34 | 28.1 | 46 | 19 | 41.3 |
| *Agricultural Sciences* | 395 | 106 | 21 | 19.8 | 289 | 164 | 56.7 |
| - Biotechnical Faculty | 320 | 75 | 11 | 14.6 | 245 | 144 | 58.8 |
| - Veterinary Faculty | 43 | - | - | - | 43 | 20 | 46.5 |
| - Faculty of Agriculture | 32 | 31 | 10 | 32.2 | 1 | - | 0.0 |
| *Medical Sciences* | 275 | 27 | 26 | 96.3 | 248 | 172 | 69.3 |
| - Faculty of Medicine | 174 | - | - | - | 174 | 112 | 64.4 |
| - Faculty of Pharmacy | 101 | 27 | 26 | 96.3 | 74 | 60 | 81.1 |
| ARTS ACADEMIES | 86 | 3 | 1 | 33.3 | 83 | 43 | 51.8 |

Source: Research Results, No. 695/1997, Statistical Office of the Republic of Slovenia

*Includes higher-level graduates who graduated in accordance with the old legislation.

### 2.6. Postgraduate studies

Compared to the 1980s, the differences between the sexes are decreasing but men still predominate, with the exception of completed specialist and Master's degree studies in 1993. The share of women who complete postgraduate studies is gradually increasing, while the results of postgraduate studies are also generally improving, which is the result of the new systemic regulation of the postgraduate education system as a whole (introduction of the possibility of embarking directly on doctoral studies, co-operation between research institutes in the implementation of postgraduate study programmes, and the introduction of the status of young researcher, which guarantees the free-of-charge continuation of studies after the completion of undergraduate studies).

*Table 40: PhDs, Master's students and specialists, 1945-1996*

| | PhDs | | | | | Master's students, specialists | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 1945-1992 | 1993 | 1994 | 1995 | 1996 | 1962-1992 | 1993 | 1994 | 1995 | 1996 |
| **TOTAL** | **2 608** | **192** | **160** | **199** | **199** | **5 306** | **725** | **577** | **548** | **1996** |
| Women | 2 105 | 63 | 58 | 74 | 79 | 1 524 | 371 | 256 | 270 | 296 |
| Share of women (%) | 19.3 | 36.2 | 36.2 | 37.2 | 33.2 | 28.7 | 51.2 | 44.4 | 49.3 | 49.7 |

Source: Statistical Yearbook 1997, Statistical Office of the Republic of Slovenia

Data on students included in the first and second years of postgraduate education in the 1995/96 academic year in both universities in Slovenia show a similar gender structure to that given by data on students included in undergraduate education.

### 2.7. Teaching staff

The higher the education level, the lower the share of women among teaching staff.

*Table 41: Teaching staff employed, by type of institution and sex, 1996/97*

| Institution | Total | Women | Share of women (%) |
|---|---|---|---|
| **Total** | **33 861** | **23 046** | **68.1** |
| Primary schools | 15 443 | 13 146 | 85.1 |
| Primary schools with adapted curricula and timetables | | 780 | |
| Music schools | 1 561 | 841 | 53.9 |
| Secondary schools | 8 580 | 5 229 | 60.9 |
| Higher education institutions | 3 846 | 1 080 | 28.1 |
| Adult education institutes | 3 548 | 1 970 | 55.5 |

Source: Statistical Yearbook 1998, Statistical Office of the Republic of Slovenia

A comparison between the share of women in some groups of teaching staff in both universities in Slovenia for the 1991/92 five-year period and their share in the 1980s indicates that relatively good progress has been made.

*Table 42:* ***Some groups of teaching staff at the University of Ljubljana and the University of Maribor***

| | 1985/86 | 1991/92 | 1992/93 | 1993/94 | 1994/95 | 1995/96 |
|---|---|---|---|---|---|---|
| **UNIVERSITY OF LJUBLJANA** | | | | | | |
| **Total** | **945** | **1 341** | **1 363** | **1 412** | **1 480** | **1 509** |
| **Women** | **162** | **291** | **297** | **322** | **336** | **370** |
| **Share of women (%)** | **17.1** | **21.7** | **21.8** | **22.8** | **22.7** | **24.5** |
| Professors | 286 | 415 | 402 | 407 | 406 | 406 |
| Women | 23 | 44 | 43 | 44 | 46 | 42 |
| Share of women (%) | 8.0 | 10.6 | 10.7 | 10.8 | 11.3 | 10.3 |
| Associate professors | 205 | 242 | 249 | 258 | 295 | 296 |
| Women | 32 | 45 | 45 | 39 | 48 | 52 |
| Share of women (%) | 15.6 | 18.6 | 18.1 | 15.1 | 16.3 | 17.6 |
| Assistant professors | 123 | 247 | 260 | 271 | 286 | 312 |
| Women | 19 | 54 | 53 | 69 | 74 | 81 |
| Share of women (%) | 15.4 | 21.9 | 20.4 | 25.5 | 25.9 | 26.0 |
| Assistant lecturers | 331 | 437 | 452 | 476 | 493 | 495 |
| Women | 88 | 148 | 156 | 170 | 168 | 195 |
| Share of women (%) | 26.6 | 33.9 | 34.5 | 35.7 | 34.1 | 39.4 |
| **UNIVERSITY OF MARIBOR** | | | | | | |
| **Total** | **174** | **355** | **323** | **501** | **556** | **652** |
| **Women** | **27** | **89** | **101** | **124** | **118** | **140** |
| **Share of women** | **15.5** | **25.1** | **31.3** | **24.7** | **21.2** | **21.5** |
| Professors | 53 | 80 | 76 | 90 | 99 | 106 |
| Women | 4 | 5 | 5 | 6 | 4 | 6 |
| Share of women (%) | 7.5 | 6.3 | 6.5 | 6.6 | 4.0 | 5.6 |
| Associate professors | 45 | 44 | 49 | 58 | 67 | 83 |
| Women | 5 | 6 | 6 | 4 | 5 | 3 |
| Share of women (%) | 11.1 | 13.6 | 12.2 | 6.9 | 7.5 | 3.6 |
| Assistant professors | 39 | 74 | 77 | 100 | 132 | 147 |
| Women | 3 | 13 | 12 | 16 | 23 | 26 |
| Share of women (%) | 7.7 | 17.6 | 15.6 | 16.0 | 17.4 | 17.7 |
| Assistant lecturers | 37 | 157 | 191 | 253 | 258 | 316 |
| Women | 15 | 65 | 78 | 98 | 86 | 105 |
| Share of women (%) | 40.5 | 41.4 | 40.8 | 38.7 | 33.3 | 33.2 |

Source: List of lectures for academic years 1985/86, 1991/92, 1992/93, 1993/94, 1994/95, 1995/96 at the University of Ljubljana and the University of Maribor

*Table 43: Higher education lecturers by title and sex, 1996*

| | All | Women | Share of women (%) |
|---|---|---|---|
| **TOTAL** | **2 572** | **537** | **20.9** |
| Doctorate | 2 036 | 336 | 16.5 |
| Master's degree | 235 | 73 | 31.1 |
| Specialisation | 84 | 15 | 17.8 |
| Higher education | 215 | 111 | 51.6 |
| Two-year higher education | 2 | 2 | 100 |
| Professors | 843 | 80 | 9.5 |
| Associate professors | 488 | 62 | 12.7 |
| Assistant professors | 766 | 203 | 26.5 |
| Higher lecturers | 250 | 64 | 25.6 |
| Lecturers in practical lessons and skills | 88 | 35 | 39.8 |
| Lecturers of subjects | 64 | 32 | 50.0 |
| Lecturers of foreign languages on non-language courses | 73 | 61 | 83.6 |

Source: Research Results, No. 695/1997, Statistical Office of the Republic of Slovenia

## 3. Elimination of gender stereotypes in the education system

The Constitution and laws provide for equality in education, but more detailed analyses show that the education system still suffers from sex discrimination, which often (mostly implicitly) puts boys in a superior and girls in an inferior position. Research carried out in nursery schools drew attention to gender differentiation in education through games and the use of toys. Analyses of Slovene primary school textbooks showed that the latter contributed to the preservation of the gender-based division of work roles in society. The publication issued by the Slovene School Education Institute, which outlined secondary school programmes and professions in the 1996/97 academic year, also preserved the traditional division of roles in society. We report on this in the chapter on the Effects of Ratification of the Convention.

The reform of the contents of educational and teaching programmes, and the education of teachers at all levels as a constituent part of the reform of the education system, have been carried out for some time now and, among other things, are based on the principle of the uniformity of science and the plurality of cultures and knowledge. In light of this, it is possible to expect that the reform of the education system will contribute gradually to the elimination of gender stereotypes.

## 4. Grants policy

In Slovenia the giving of grants is governed by the *Law on Employment and Insurance in the Event of Unemployment* (Articles 55 to 59). This law sets out two types of grant: republic grants and non-republic grants. Because of the fall in the number of non-republic grants, there are attempts to fill the gap by various funds, which finance talented secondary and higher education students (e.g. the Dr Franc Munda Fund, Slovene Scientific Fund grants, etc.). The main criteria for obtaining a grant, however, remain the material conditions of the student's family.

### 4.1. Republic grants

The major purpose of republic grants is to provide all pupils and students, particularly those from poorer families, with opportunities for education. For this purpose and in order to acquire a republic fund, conditions related to the material conditions of the applicant's family are set out. Irrespective of the specifically determined means tests for acquiring a republic grant, the latter is also given to exceptionally talented pupils and students.

Data for the 1995/96 academic year shows that girls predominate among those who receive republic grants at both the secondary and higher education levels. In 1995 there were 3,563 (35.7%) male students and 6,418 (64.3%) female students receiving grants. The difference between the sexes is less pronounced at the secondary education level: 20,206 girls (54.3%) received grants, compared to 17,018 boys (45.7%).

### 4.2. Sponsorship

One of the basic forms of financing secondary and higher education students is sponsorship, granted by organisations and employers for the purpose of meeting their staff needs. The decision on granting a sponsorship is left to the organisation or employer, apart from the minimum amount of the grant, which is determined by legislation.

The number of sponsorships has been falling constantly in recent years. In 1995, 8,210 sponsorships were granted, which is nearly half the number of sponsorships granted in 1992 (14,672). Boys predominate among sponsorship recipients.

*Table 44:* *Sponsorship recipients*

| | Total | Men | Women | Share of women (%) |
|---|---|---|---|---|
| 1992 | 14 672 | 8 990 | 5 682 | 38.73 |
| 1993 | 11 107 | 6 722 | 4 385 | 39.48 |
| 1994 | 9 016 | 5 734 | 3 282 | 36.40 |
| 1995 | 8 231 | 5 224 | 3 007 | 36.53 |

Source: Statistical Office of the Republic of Slovenia, 1996

## 5. Literacy and lifelong learning

### 5.1. Literacy

Illiteracy is not a major problem in Slovenia, as shown in the data from the 1991 census: illiterate people make up 0.4% of the population (0.5% women and 0.4% men).

### 5.2. Lifelong learning

The analysis of the development of adult education in Slovenia shows that Slovenia lags behind more developed European countries in this area. This is reflected primarily by the fact that a Slovene citizen attends school for only 9.8 years on average, while citizens of other developed European countries do so for approximately one year longer; in addition, employees in Slovenia devote as little as 10% of the time employees in the most developed European countries devote to educating themselves. Among the reasons for this we find the inappropriate systemic regulation of adult education, which was practically excluded from the system of public financing, and the lack of a developed and diverse network and infrastructural activities for the provision of public adult education services.

In the 1995/96 academic year 44 adult education institutes were operating in Slovenia. Data on those who attended adult education institutes in the 1994/95 and 1995/96 academic years

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shows that women were in the majority and that their share increased in proportion to the level of education.

*Table 45: Adult education institutes – education for the acquisition of formal qualifications, 1994/95 and 1995/96*

| Academic year<br>School | Number of persons who completed a year or class | | |
|---|---|---|---|
| | Total | Women | Share of women (%) |
| **1994/95** | | | |
| **Total** | **6 449** | **3726** | **57.8** |
| Primary school | 1 261 | 527 | 41.8 |
| Secondary school | 3 864 | 2 493 | 64.5 |
| Two-year higher schools | 1 251 | 641 | 51.2 |
| Higher schools | 73 | 65 | 89.0 |
| **1995/96** | | | |
| **Total** | **8 294** | **4 874** | **58.8** |
| Primary school | 1 200 | 429 | 35.7 |
| Secondary school | 5 192 | 3 240 | 62.4 |
| Two-year higher schools | 1 716 | 1 084 | 63.2 |
| Higher schools | 186 | 121 | 65.0 |

Source: Statistical Information, Nos. 71/1996 and 163/1997, Statistical Office of the Republic of Slovenia

In the 1994/95 and 1995/96 academic years the highest number of people in adult education institutes were enrolled in seminars and courses, where the majority of them were again women. Women predominated in professional courses and seminars, on which they were educated in the areas of accounting, business book-keeping and typing; women also made up 87% of all those educated within the framework of the adult education of lecturers and education workers. Women also predominated among the group of people who opted for re-training for re-qualification (68.1%) and the completion of qualifications (56.2%).

*Table 46: Adult education institutes - participants who completed seminars and courses, 1994/95 and 1995/96*

| Academic year<br>Type of education | Total | Women | Share of women (%) |
|---|---|---|---|
| **1994/95** | | | |
| **Total** | **50 324** | **28 573** | **56.8** |
| Professional education | 27 311 | 14 309 | 52.4 |
| General education | 22 650 | 14 106 | 62.3 |
| Other education | 363 | 158 | 43.5 |
| **1995/96** | | | |
| **Total** | **41 470** | **24 040** | **58.0** |
| Professional education | 24 518 | 12 878 | 52.5 |
| General education | 16 647 | 10 982 | 66.0 |
| Other education | 305 | 180 | 59.0 |

Source: Statistical Information, Nos. 71/1996 and 163/1997, Statistical Office of the Republic of Slovenia

Adult education institutes also organise courses for children (language courses, gymnastics, aerobics, rhythmic gymnastics, driving lessons, etc.). Again, girls predominate among participants in these courses (in 1994/95 60.1% of those who completed the courses were girls, and in 1995/96 this figure was 64%).

Another form of adult education has been carried out in several secondary and higher schools. The number of secondary schools which carry out adult education programmes is falling, but the number of departments and the number of adults included in their school programmes is increasing, particularly the share of women.

An increase in the education of working adults has been recorded in higher education institutes. On average, women also predominate among adults who educate themselves at higher schools, faculties, art academies and independent higher education institutes.

## 6. Physical education and sport

There has been an increasing number of sports departments included in primary and secondary education in recent years. In the 1995/96 academic year sports departments were present in 23 Slovene primary schools. In addition, seven Slovene grammar schools hosted 27 sports departments, and included 526 secondary school students, 210 of whom were female students (39.9%). The share of female students at the Faculty of Sports is one-third, while this share is approximately 50% among graduates.

*Table 47: Full-time students and graduates at the Faculty of Sports*

| Year | Total | Number of female students | Share of female students (%) | Year | Total | Number of female graduates | Share of female graduates (%) |
|---|---|---|---|---|---|---|---|
| 1993/94 | 453 | 168 | 37.1 | 1993 | 47 | 25 | 53.2 |
| 1994/95 | 493 | 167 | 33.9 | 1994 | 61 | 26 | 42.6 |
| 1995/96 | 565 | 182 | 32.2 | 1995 | 48 | 25 | 52.1 |
| 1996/97 | 585 | 190 | 32.5 | 1996 | 117 | 60 | 51.3 |

Source: Statistical Yearbooks 1997, 1996, 1995, 1994, Statistical Office of the Republic of Slovenia

For nearly 25 years Slovenia has also carried out research into basic data on sports and recreational activities; the data is obtained on the basis of a representative sample of the adult population living in Slovenia. This research has shown that the number of Slovene citizens actively involved in sports has fallen; on the other hand, the growth in regular and professionally guided recreation has been exceptional, which from the professional point of view is a new and significant shift in quality. Similarly, the increase in sports exercises has been more significant in women than in men, which means that women are "making up" for past inactivity.

In 1996 there were 2,264 people in Slovenia categorised as athletes, 631 of whom were women (27.9%). Both organised and non-organised regular exercise has increased among women since 1992 by 100%. This can mostly be accounted for by fitness centres and various providers of sports services for women.

For some people sport plays an important role in their everyday life; for others it either plays no part or they cannot afford it. As many as 57.6% of women and 40.9% of men never take part in sports activities.

*Table 48: Forms and methods of sports activity, by sex*

| | | Total (%) | Men (%) | Women (%) |
|---|---|---|---|---|
| Organised recreation (regular) | 1986 | 12.8 | 19.4 | 6.9 |
| | 1989 | 9.1 | 14.0 | 4.9 |
| | 1992 | 10.1 | 14.9 | 4.9 |
| | 1996 | 15.1 | 19.6 | 11.3 |
| Non-organised recreation (regular) | 1986 | 8.4 | 10.1 | 6.8 |
| | 1989 | 9.2 | 11.5 | 7.2 |
| | 1992 | 10.8 | 13.3 | 8.6 |
| | 1996 | 17.5 | 18.6 | 16.5 |
| Organised recreation (non-regular) | 1986 | 8.2 | 9.3 | 7.2 |
| | 1989 | 3.1 | 3.6 | 2.7 |
| | 1992 | 4.5 | 5.4 | 3.6 |
| | 1996 | 4.3 | 5.5 | 3.3 |
| Non-organised recreation (non-regular) | 1986 | 27.0 | 24.5 | 29.4 |
| | 1989 | 34.9 | 36.1 | 34.0 |
| | 1992 | 32.4 | 31.4 | 33.2 |
| | 1996 | 13.2 | 15.3 | 11.4 |
| No recreation at all | 1986 | 43.6 | 36.7 | 49.7 |
| | 1989 | 43.7 | 34.8 | 51.2 |
| | 1992 | 42.3 | 34.9 | 48.6 |
| | 1996 | 49.8 | 40.9 | 57.6 |

Source: Petrovič, K., Ambrožič, F., Sila. B., Doupona, M. (1996), Sports-recreational activities in Slovenia in 1996, Institute of Kinesiology, Faculty of Sports, University of Ljubljana, Ljubljana, 1996

Despite this, certain shifts have been indicated in Slovenia towards more mass regular sport activities for women. The inclusion of women in sports programmes has increased to an exceptional extent. A contribution has been made to this by more interesting sports activities (e.g. various forms of aerobics and dance), by the increase in time allocated by women for regular exercises, and by the different approach to regular sports education, where sports teachers devote special attention to sport activities intended specially for girls. In addition, the differences in the most popular sports have also grown. In 1996 football, basketball, tennis and volleyball were among the ten most popular sports in the case of men only, while among women exclusively we find morning exercises, dance, aerobics and badminton. Women's sports are changing in terms of content, tending towards beauty, elegance and experience of movement, while the measurement of results is neglected; at the same time they are becoming a constituent part of a higher quality of life. On the list of the most popular sports, women rank sports which do not require expensive equipment and which can be practised together with other members of the family (primarily children).

## 7. Education for healthy living and family life

The objectives of the Slovene education system - among which we can find education for mutual tolerance, developing the awareness of equality between the sexes, respecting difference and co-operating with other people, respecting children's rights and human rights and basic freedoms, and developing equal opportunities for both sexes - are the basis for the education for healthy living and family life. The reform of contents has thus far not been completed, which is why we cannot present the curricula and the contents intended for this type of education.

At the level of primary school education, education for healthy living and family life has been conducted as part of regular school timetables and numerous temporary forms of the communication of information relating to healthy living and family life.

In grammar schools, in addition to the contents offered by the regular grammar school programme, students can choose compulsory elective topics, which are offered by external contractors on the basis of public tenders. The catalogue of programmes of compulsory elective topics, which for the 1997/98 academic year was published by the Slovene School Education Institute, offered students programmes of educational topics in the areas of the family, non-violence, health and non-violent communication.

# ARTICLE 11.
# EMPLOYMENT

## 1. Women in the labour market

### 1.1. Employment

As a result of the introduction of a market economy and related market forces at the end of the 1980s and beginning of the 1990s, the issue of employment gained a number of different characteristics. Employers began to economise with the labour force, which in terms of employment meant that new criteria were added for the selection of candidates for jobs and that employers mostly hired people for temporary employment. This significantly reduced the possibilities for the less educated and less flexible category of jobseekers of finding employment, in particular full-time employment.

Due to the continuous fall in employment (there were, for example, 3.3% fewer employees in 1996 than the year before), the population of working age has been on the decrease. In companies and organisations in the non-commercial sector, there were 1.8% employees more in 1996 than the year before.

*Table 49: Basic characteristic of the population, by activity*[1,2]

| | Total | | | | Men | | | | Women | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1994 | 1995 | 1996 | 1997 | 1994 | 1995 | 1996 | 1997 | 1994 | 1995 | 1996 | 1997 |
| | Share (%) | | | | | | | | | | | |
| Unemployment rate | 9.0 | 7.4 | 7.3 | 7.1 | 9.5 | 7.7 | 7.5 | 7.0 | 8.4 | 7.0 | 7.0 | 7.2 |
| Activity rate | 57.6 | 58.7 | 57.6 | 59.1 | 64.3 | 66.1 | 64.4 | 65.7 | 51.4 | 52.0 | 51.3 | 52.9 |
| Employment/ population ratio | 52.4 | 54.4 | 53.4 | 54.9 | 58.1 | 61.0 | 59.6 | 65.1 | 47.1 | 48.4 | 47.7 | 49.1 |
| Share of those aged under 15 in the total population (%) | 18.3 | 18.5 | 17.4 | 17.3 | 19.1 | 19.6 | 18.6 | 18.1 | 17.5 | 17.5 | 16.3 | 16.4 |

Source: Statistical Yearbook of the Republic of Slovenia 1998, Statistical Office of the Republic of Slovenia

[1] Source: Labour Force Survey

[2] Totals have been rounded up and are therefore not precise.

Data on the structure of the population of working age shows that in 1996, compared to 1994, the number of employers, self-employed persons and employees grew, while the number of unpaid family workers fell. Women predominate among unpaid family workers within individual structures, while their share is the smallest among employers and self-employed persons.

*Table 50: Persons in employment by status in employment, 1994 - 1997 (in thousands)*

| | Total | | | | Share of women (%) | | | |
|---|---|---|---|---|---|---|---|---|
| | 1994 | 1995 | 1996 | 1997 | 1994 | 1995 | 1996 | 1997 |
| Persons in employment | 851 | 882 | 878 | 898 | 46.7 | 46.4 | 46.7 | 46.3 |
| Employers and self-employed persons | 104 | 108 | 110 | 107 | 26.9 | 28.7 | 28.2 | 28.9 |
| Persons in paid employment | 701 | 733 | 730 | 730 | 48.4 | 47.9 | 48.8 | 47.7 |
| Unpaid family workers | 46 | 41 | 37 | 61 | 65.2 | 65.9 | 62.2 | 60.7 |

Source: Statistical Yearbook 1998, Statistical Office of the Republic of Slovenia

Data on employment by activity is also interesting:

*Table 51:* *Annual average number of employees in companies and other organisations in accordance with the Uniform Classification of Activities and by sex, 1996*

| | Total | Women | Share of employed women (%) |
|---|---|---|---|
| **TOTAL** | **581 106** | **283 584** | **48.4** |
| Industry and mining | 227 940 | 96 403 | 42.3 |
| Agriculture and fishing | 8 348 | 3 617 | 43.3 |
| Forestry | 2 285 | 332 | 14.5 |
| Water supply system | 1 091 | 133 | 12.2 |
| Construction | 28 613 | 3 508 | 12.3 |
| Transport and communications | 29 402 | 6 564 | 22.3 |
| Trade | 55 223 | 33 834 | 61.3 |
| Catering and tourism | 15 478 | 10 352 | 66.9 |
| Crafts and personal services | 14 785 | 6 119 | 41.4 |
| Housing-municipal activities | 11 504 | 2 317 | 20.1 |
| Financial, technical and business services | 38 182 | 20 741 | 54.3 |
| Education and culture | 52 022 | 34 993 | 67.3 |
| Healthcare and social security | 54 575 | 44 702 | 81.9 |
| Public administration, funds, associations and organisations | 41 661 | 20 286 | 48.7 |

Source: Statistical Yearbook 1997, Statistical Office of the Republic of Slovenia

## 1.2. Unemployment

Unemployment remains quite high in Slovenia. In 1997 there was an average of 125,189 registered unemployed persons (48.8% women).

The registered unemployment rate was 14.8% in December 1997; this was 0.4% up on December 1996. The registered unemployment rate for men was 13.9% in December 1997, and for women 15.7%. Owing to the ongoing process of the restructuring of the Slovene economy, the number of permanently redundant employees, mostly workers who lost their jobs due to bankruptcy procedures and those whose contract of employment expired, is increasing.

*Table 52:* *Share of women in characteristic categories of registered unemployed persons, 1997*

| Categories of unemployed persons | Share of women (%) |
|---|---|
| Average number | 48.8 |
| First-time jobseekers | 51.8 |
| Permanently redundant | 51.7 |
| Unemployed due to bankruptcy procedures | 46.1 |
| Persons aged up to 26 | 50.7 |
| Persons aged over 40 | 44.5 |

Source: Report for 1997, National Employment Office

In addition, the increase in the number of registered unemployed persons who are unemployed because of processes of economic restructuring and because of companies' staff re-organisation, as well as because of the reduction in employment opportunities and changes in the structure of labour demand, has resulted in changes in the structure of registered unemployment. As the needs and requirements of employers for staff often differ from actual labour supply, the discrepancies in the labour market are becoming greater, and the problem of long-term unemployment is becoming more urgent. Regional and professional discrepancies are also increasing. The positive effect of higher economic growth on employment reduces the level of caution of employers in relation to employment. The high costs incurred by dismissals force them to use flexible forms of employment, among which they most frequently choose temporary employment.

*Table 53:* *Temporary workers between 1996 and 1997, and the share of women*

| | 1996 | | | 1997 | | |
|---|---|---|---|---|---|---|
| | Total | Women | Share of women (%) | Total | Women | Share of women (%) |
| All employees | 54 650 | 24 483 | 44.8 | 56 070 | 25 498 | 45.5 |
| Temporary workers | 39 104 | 18 522 | 47.4 | 44 008 | 20 717 | 47.1 |

Source: National Employment Office, 1998

### 1.2.1. Education structure of unemployed persons

One of the most important obstacles in the successful appearance of unemployed persons on the labour market is inappropriate and low-level education. Among all unemployed persons registered in 1997 at the National Unemployment Office, unemployed persons with first and second levels of education make up nearly half of all registered unemployed persons (46.9%); the next larger group was made up of unemployed persons with third and fourth levels of education (28%), while unemployed persons with sixth and seventh levels of education formed only a minor share of the total number of unemployed persons (4.4% in December 1997).

Data on the share of women among the groups of average unemployed persons by education level shows the following:

*Table 54:* *Average number of unemployed persons by education level, and the share of women, 1997*

| | Unemployment - monthly average 1997 | | |
|---|---|---|---|
| | All | Women | Share of women (%) |
| Total | 125 189 | 61 091 | 48.8 |
| 1st level | 50 123 | 25 663 | 51.2 |
| 2nd level | 8 886 | 3 271 | 36.8 |
| 3rd level | 2 248 | 1 357 | 60.4 |
| 4th level | 32 876 | 13 555 | 41.2 |
| 5th level | 25 537 | 14 391 | 56.4 |
| 6th level | 3 326 | 1 758 | 52.9 |
| 7th level | 2 194 | 1 096 | 49.9 |

Source: Report for 1997, National Employment Office

### 1.2.2. Age structure of registered unemployed persons

The age structure of registered unemployed persons in 1997 shows that the highest number of unemployed persons at the end of the year was aged between 18 and 25 (24.7%) and between 40 and 50; the number in the latter group at the end of the year was nearly as high as the number of young people (24.6%). The situation facing unemployed persons aged over 40 has been given the greatest attention, as their number has continued to increase. Thus, in December 1997 those aged over 40 represented as much as 43% of the total number of unemployed persons, which was the result of the relatively serious effects of permanent redundancy in 1997. The age structure of unemployed women is as follows:

*Table 55:* *Age structure of registered unemployed persons, by sex, 31 December 1997*

| Age group | All | Women | Share of women (%) |
|---|---|---|---|
| Up to 18 | 1 196 | 466 | 39.0 |
| 18-25 | 31 703 | 16 093 | 50.8 |
| 25-30 | 14 967 | 8 346 | 55.8 |
| 30-40 | 25 373 | 13 404 | 52.8 |
| 40-50 | 31 653 | 16 444 | 51.9 |
| 50-60 | 22 968 | 8 199 | 35.7 |
| Over 60 | 712 | 40 | 5.6 |

Source: Report for 1997, National Employment Office

### 1.2.3. Structure of registered unemployed persons by duration of unemployment and years of active employment

The average period of waiting for employment has increased in recent years. The share of persons unemployed for more than one year (long-term unemployed persons) grew again in 1997 and reached 59.6%; this was an increase of 5.8% on the previous year. The average unemployment period for all registered unemployed persons was two years, one month and 24 days at the end of 1997. The period of waiting for employment increased by nearly two months with respect to 1996. The longest period of waiting for employment was indicated in persons with lower levels of education. In 1997 the share of women among unemployed persons who wait for employment for more than one year increased compared to 1996, while in the group of persons unemployed for between two and three years, the share of women was more than half (51%).

### 1.2.4. Programme of active employment policy measures

Unemployment, as a social, economic and therefore also political problem, has been a topical issue in Slovenia since independence. For this reason, the Ministry of Labour, Family and Social Affairs, on the basis of the *Law on Employment and Insurance in the Event of Unemployment*, drafted the Programme of Active Employment Policy Measures in April 1996.

Important tasks are carried out by the National Employment Office. The Office submits information to all registered unemployed persons on vacant posts, and provides assistance in the form of forwarding jobs through inclusion in active employment policy programmes and jobseekers' clubs. All persons registered with the Office are obliged to seek employment actively, to apply for vacant positions, to regularly visit the Office when called to do so, and to participate in the active employment policy programmes to which the Office directs them.

The following employment programmes were carried out in 1997:

- Education and training (among other things, the programmes were intended for psycho-social rehabilitation, functional education, acquisition of professional education, training outside a contract of employment, and training with a contract of employment);
- Co-financing of the addressing of the problem of redundancy (co-financing of part of the costs for re-qualification and qualification, training and education of workers whose jobs are maintained);
- Reimbursement of contributions to employers (intended to encourage employers to employ new workers, especially those who are not easy to employ, first-time jobseekers, people who have been unemployed for more than two years and recipients of social security funds, who participate in passive forms of employment programmes);

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- Promotion of self-employment (special attention devoted to the acquisition of new knowledge and the encouragement of creativity; in addition, it includes financial assistance at the beginning of employment in the form of non-repayable funds or of one-off self-employment financial remuneration);
- Training and employment of disabled persons and the subsidising of companies who employ disabled persons;
- Public works (an instrument for preventing the consequences of long-term unemployment and a social corrective, which provides many unemployed persons with minimum social security);
- Experimental and other programmes (local, development and experimental employment programmes in the area of alternative forms of employment for unemployed persons and permanently redundant persons, labour funds, introduction of co-operatives, etc.).

We do not currently have data on the gender structure of those included in various employment programmes, except for the public works programme. This programme has been carried out in Slovenia since 1991, and in the last eight years public works have expanded to nearly all areas of work. For many unemployed persons this is their only opportunity to obtain the minimum funds for survival (social security), while they are also of great significance because of the maintenance of working habits, incentives for self-employment, and for the acquisition of new knowledge and experience required for finding permanent employment. The trend of development and the positive evaluation of the public are reflected in the structure and content of public works programmes. In the first years of public works programmes the majority of programmes in Slovenia were intended for simpler forms of work within municipal infrastructures. In recent years, however, higher-quality programmes have been developed, which primarily include unemployed persons with secondary and higher education. Professionally more demanding work can be found chiefly in the areas of social security, healthcare, special care and education for children, public administration, culture, tourism, ecology, and so on. The changed structure of programmes has also affected the gender structure of participants in public works programmes. In 1996 the programmes were made up of 44.8% men and 55.2% women, while in 1997 the share of women was as high as 55.9% (in 1993 a mere 44.8% women were included in public works). Women are mostly included in public works programmes covering social security, in addition to public administration, culture and education.

Among other things, the Employment Office promotes employment through jobseekers' clubs. The objective of the clubs is to train unemployed persons to use effective jobseeking methods. A club programme lasts three months, where the first two weeks are devoted to training only and the rest to actual jobseeking. The average number of weeks that jobseekers spend in clubs falls every year. The gender structure of those included in the clubs shows that interest in acquiring the skills necessary for finding employment is considerably stronger in women than men: in 1996 and 1997 two-thirds of all persons included in the clubs were women.

*Table 56:* ***Persons included in jobseekers' clubs in 1996 and 1997, by sex***

| | All | Men | Women | Share of women(%) |
|---|---|---|---|---|
| 1996 | 1 154 | 363 | 791 | 68.5 |
| 1997 | 1 464 | 464 | 1 000 | 68.3 |

Source: Reports for 1996 and 1997, National Employment Office

1.3. The equal pay for work of equal value

Valid legislation, collective agreements and the general acts of organisations all deal with equal pay irrespective of sex. A special provision on equal pay for work of equal value is included in the proposed *Law on Labour Relations*, which is ready for initial discussion in the National Assembly. It places special emphasis on the principle of equal pay irrespective of sex and on work of equal value (Article 106), and therefore follows a number of initiatives by international organisations and puts into practice some of the conventions of the International Labour Organisation.

Data from the latest research into wages in accordance with the levels of professional qualification and school education in 1996, published by the Statistical Office of the Republic of Slovenia, showed that the average gross salaries of men employed in companies and other organisations were, in most cases, higher for all levels of professional qualification or school education than the wages received by women in the same companies and organisations on average. With respect to levels of professional qualification, the wages of men were higher by an average of 17.7%; with respect to school education they were higher by 16.6%. In 1996 women had higher gross average monthly wages with respect to levels of school education only in agricultural activities; their wages were higher by an average of 8.2%. In the vast majority of cases the wages of men with respect to levels of professional qualification were also higher than those of women (on average by around 23%). The differences between wages were smallest in the case of medium levels of professional qualification (lower schools – 8.6%). In the case of qualified employed persons, the difference between wages was nearly as high as in the case of unqualified persons (22.7%).

*Table 57:* *Average gross monthly wages per employee*, by level of professional qualification, and an index of the average gross wages of women compared to the average gross wages of men, Slovenia, 1996*

| | Slovenia | Men | Women | Index Women/men |
|---|---|---|---|---|
| **Total** | **134 889** | **144 701** | **123 558** | **85.4** |
| Higher professional qualifications | 271 402 | 292 900 | 241 852 | 82.6 |
| Doctors | 319 795 | 331 078 | 273 646 | 82.7 |
| Holders of Master's degrees | 308 027 | 329 182 | 274 423 | 83.4 |
| Higher professional qualifications | 174 360 | 189 141 | 163 402 | 86.4 |
| Medium professional qualifications | 135 899 | 145 017 | 128 409 | 88.5 |
| Lower professional education | 99 824 | 102 760 | 94 589 | 92.0 |
| High-level qualified workers | 113 599 | 116 632 | 102 699 | 88.1 |
| Qualified | 100 007 | 106 458 | 86 934 | 81.7 |
| Semi-qualified | 80 131 | 87 062 | 74 776 | 85.9 |
| Unqualified | 76 739 | 86 261 | 70 386 | 81.6 |

Source: Statistical Information, No. 37/1998, Statistical Office of the Republic of Slovenia

* Observation units included corporations, companies and organisations or their constituent business and other units in Slovenia, selected using a sample.

/...

The situation is similar with regard to the ratio of the average gross monthly wages of men compared to the wages of women with respect to levels of school education. The differences between the wages of men and women are highest in the case of the lowest levels of school education (no education or with one to three classes of primary school education); the difference is as much as 50%. The average gross monthly wages of men and women are closest in the case of employed persons with the third level of the former vocationally-oriented education, where the difference is a mere 7.3%.

*Table 58:* *Average gross monthly wages per employee by level of school education, Slovenia, 1996*

| Sectors of activity | Total | No school or 1-3 classes of primary school | 4-7 classes of primary school | Primary school | School for qualified workers | Other secondary schools | School for high-level qualified workers |
|---|---|---|---|---|---|---|---|
| **Slovenia** | 132 911 | 88 140 | 84 727 | 83 790 | 108 481 | 145 527 | 128 715 |
| **Men** | 142 252 | 100 176 | 93 294 | 92 538 | 114 058 | 155 483 | 133 224 |
| **Women** | 122 169 | 66 794 | 74 011 | 76 843 | 96 297 | 136 398 | 113 789 |
| **Index women/men** | 85.9 | 66.7 | 79.3 | 83.0 | 84.4 | 87.7 | 85.4 |

*Table 58:* *Average gross monthly wages per employee by level of school education, Slovenia, 1996 (continued)*

| Sectors of activity | UI 1st level | UI 2nd level | UI 3rd level | UI 4th level | UI 5th level | Higher school | Further education |
|---|---|---|---|---|---|---|---|
| Slovenia | 92 510 | 97 320 | 93 612 | 104 991 | 136 745 | 186 599 | 274 860 |
| Men | 104 764 | 103 407 | 96 580 | 113 709 | 147 717 | 214 842 | 300 483 |
| Women | 74 604 | 91 535 | 90 018 | 91 284 | 127 168 | 168 488 | 242 899 |
| Index women/men | 71.2 | 88.5 | 93.2 | 80.3 | 86.1 | 78.4 | 80.8 |

Source: Statistical Information, No. 37 /1998, Statistical Office of the Republic of Slovenia

The reasons behind the differences in wages between the sexes, despite the same level of professional qualification or school education, may lie in the contents of work with respect to individual activities, where either men or women predominate in a specific activity, or where professionally less demanding work is undertaken in harsh conditions (physical exertion, conditions harmful to health), predominantly by men. In addition, this may involve fieldwork, shift work, night or overtime work, while the wages may also be affected by issues such as demanding work with high levels of responsibility, number of years of active employment, etc. Wages are undoubtedly also affected by individual contracts which, however, have not been covered separately by the research.

### 1.4. Maternity and parental leave

The rights to maternity and parental leave are governed by the *Law on Labour Relations*. Article 86 of the Law stipulates that, in addition to the mother/worker, the father/worker shall also be entitled to childcare leave, if so agreed between the mother/worker and father/worker.

Despite the fact that, according to the existing legislation, both the mother and the father are entitled to childcare leave, fathers exercise this right only rarely. Data on the average monthly number of fathers and mothers who have taken leave for childcare over the last four months clearly shows that care for a small child remains chiefly the responsibility of the mother.

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*Table 59:* ***Annual number of live new-borns and average monthly number of fathers and mothers who used childcare leave, 1994-1997***

| | Live new-borns | Mothers | Fathers | Share of fathers (%) |
|---|---|---|---|---|
| 1994 | 19 463 | 19 250 | 64 | 0.33 |
| 1995 | 18 980 | 17 261 | 131 | 0.75 |
| 1996 | 18 788 | 17 054 | 127 | 0.74 |
| 1997 | 18 500 | 16 916 | 112 | 0.66 |

Source: Statistical Office of the Republic of Slovenia

For the purpose of promoting changes in the areas of family and professional life, contributing to the creation of conditions for the reconciliation of these areas and achieving equality between women and men, the Women's Policy Office put forward a number of starting points and proposals for the preparation of the *Draft Law on Parenthood and Family Incomes*. Following the example of some European countries and taking into account EU legislation, the Office, among other things, proposed the following:

- The right to leave (maternity, paternity and parental) should remain a right arising from work, but should, under specific conditions, be introduced as a benefit within family policy measures (this means that mothers who do not have employee status, i.e. students, farmers and unemployed women should be entitled to a financial allowance);
- A leave schedule should be introduced which would stress the individuality of the rights of the mother and the father; this should include maternity leave intended exclusively for mothers, paternity leave intended exclusively for fathers, and parental leave which can be used by both parents by agreement;
- Introduction of measures which will more effectively ensure the reconciliation of family and professional obligations of women and men, including flexible forms of using leave.

With these proposals, which the competent ministry (partly) took into account in the preparation of the Law on Parenthood and Family Incomes, and in addition to the above, the Women's Policy Office wishes to intervene in the area of women's employability and job security, as their employment opportunities, particularly long-term, are deteriorating due to the currently valid legislation governing the issues of maternity leave, childcare leave, and leave of absence for the purpose of taking care of a sick child or other sick family members. The introduction of paternity leave, as a real situation for a man who is seeking employment, will at least from this aspect do away with the inequality between women and men regarding opportunities in the labour market. The Women's Policy Office has acquainted the wider public with the proposals, while it has also included, as a special group, the younger population, especially secondary school students, in public discussions of parenthood.

## 1.5. Socially-organised childcare

We report on the system of social childcare, which is well developed in Slovenia, in the chapter on Education (Article 10 of the Convention). Here we would just like to make mention of the prices for pre-school education programmes, which are covered by parents and the municipality. Parents' payments are determined by the municipality on the basis of a scale which classifies parents into categories, taking into account the gross monthly income per family member with respect to the average gross monthly salary per employee in Slovenia and taking into account the property of the family (Regulations on Changes and Additions to the Regulations on Parents' Payments for Nursery School Programmes, Official Gazette of the Republic of Slovenia, No. 1, 9 January 1998). Parents pay a maximum of 80% of the price of the programme in which their child is included (80% is the full payment). Parents are entitled to reduced payment in accordance with the scale, which sets out eight payment categories. A minimum payment, i.e. 15% of the price of the programme, is paid by parents in cases where their gross monthly income per family member does not exceed 20% of the average gross wages per employee in Slovenia in the previous calendar year. A maximum payment, i.e. 80%, is paid by parents in cases where their gross monthly income per family member exceeds 100% of the average gross wages per employee. In exceptional cases, the municipality can take into account other facts and circumstances which reflect the actual social status of the family. Parents who receive a financial allowance in accordance with the regulations on social security are exempt from payment for the nursery school programme.

### 1.6. Efforts to assess the value of women's unremunerated work

As elsewhere in the world, Slovenia also uses GDP as an indicator of economic activity, which does not, however, include the value of household and other unpaid work mostly done by women.

In 1996 the Statistical Office carried out a trial Survey of Time Consumption. The methodology of the Slovene survey was entirely in line with the recommendations of Eurostat. The survey questions referred to the consumption of time, living conditions, work, employment, working hours, health, education, assistance, etc. The regular survey is planned to be implemented in 1999. It will be possible to use the results of the survey in the formation of family and gender policies, working hours policy, youth policy, and for improving national income (unpaid work, "grey economy"). The Women's Policy Office will participate in the co-financing of the survey and in the final formulation of the list of codes of activities for the purpose of using the results achieved as indicators of the (as yet) invisible contribution of women to the Slovene economy.

The results of the Trial Survey show that in the consumption of time by the population of working age, the major differences are felt in the areas of miscellaneous activities, hobbies and household work. For household work, which for the purposes of the survey included the preparation of food, household maintenance, the production and maintenance of clothes, gardening, care for pets, construction and repair, shopping and services, household management, and attending to children and adults, women spent as many as three hours 44 minutes a day, with men spending a mere one hour 49 minutes on these activities.

*Table 60: Average consumption of time of the population of working age per day by main group of activities*

| | Average duration in min. | | Participants (%) | | Average duration for participants in min. | |
|---|---|---|---|---|---|---|
| Activity | Men | Women | Men | Women | Men | Women |
| Personal | 591 | 580 | 100 | 100 | 591 | 580 |
| Employment | 426 | 355 | 87 | 78 | 489 | 456 |
| Household | 109 | 224 | 77 | 100 | 142 | 224 |
| Study | 11 | 17 | 5 | 10 | 206 | 172 |
| Religion | 3 | 3 | 3 | 4 | 102 | 72 |
| Socialising | 55 | 46 | 59 | 57 | 93 | 81 |
| Sports | 15 | 10 | 18 | 14 | 83 | 74 |
| Hobbies | 6 | 2 | 12 | 5 | 54 | 37 |
| Media | 130 | 107 | 93 | 91 | 140 | 118 |
| Travel | 89 | 75 | 95 | 93 | 93 | 80 |
| Miscellaneous | 6 | 20 | 9 | 11 | 69 | 177 |
| Total | 1440 | 1449 | | | | |

## 2. Ensuring equal opportunities for women and men in the area of employment

The Constitution, legislation and other Slovene legal acts, and international conventions to which Slovenia is a signatory guarantee equal rights for women and men in the area of employment. With respect to the legislation valid during the period of the preparation of the Initial Report on the Implementation of the Provisions of the Convention in the Republic of Slovenia, no major changes have taken place, as the majority of new laws and other regulations governing the areas of employment and social security are still in proposal form.

The Women's Policy Office has determined that discrimination against women is increasingly apparent in jobseeking, upon the commencement of work, and at the workplace itself. In order to be able to assess the gravity of this problem more adequately, the Women's Policy Office has introduced a free telephone helpline for people who believe they have suffered sex discrimination or a violation of their human rights and the right to equality. Women who have been discriminated against, mostly due to motherhood or pregnancy, in their attempts to find employment or at their workplace were encouraged, through a public appeal in two central Slovene media, to report employers' discriminatory practices.

It turned out that these practices were widespread, which is why the Women's Policy Office organised a professional consultation aimed at investigating the possible measures which, in addition to new labour legislation, would contribute to the reduction and elimination of these types of discrimination against women and, in collaboration with the media, commenced a comprehensive project of informing the public and relevant national institutions of these problems in the labour market and of the possibilities for their elimination. The Office is also preparing a large-scale project of informing women of their rights and of the protection of these rights.

The Women's Policy Office has above all engaged itself in the preparation of the new proposed *Law on Labour Relations* and submitted to the competent ministry and the competent Committee of the Government of the Republic of Slovenia its comments and amendments to the areas of equality as a whole and equal opportunities for women and men, the reconciliation of family and professional obligations, and the protection of pregnancy and parenthood. The proposer of the Law took into account most comments and additions, the purpose of which was to do away with both direct and indirect discrimination in the area of employment, so that the proposed law, which is awaiting discussion in the National Assembly, places special emphasis on equality between women and men in the area of employment and at the workplace.

## 3. Right to social security, particularly upon retirement, in the event of unemployment, illness, invalidity, old age and other types of inability to work, and the right to paid leave

With the exception of retirement, where the provisions of the *Law on Pension and Invalidity Insurance* lay down lower age criteria for the acquisition and assessment of the rights of women arising from pension and invalidity insurance (five years), men and women in Slovenia have the same rights to social security.

### 3.1. Rights arising from the pension system

The number of recipients of pensions in Slovenia has been growing in recent years. In 1996 among all those who received all types of pension, except for family pensions, 51% were women. The highest share was seen among women receiving old-age agricultural workers' pensions (67%); the lowest share was recorded among recipients of disability pensions (39%).

*Table 61: Recipients of pensions by type of pension, average age and amount of pension, 1996*

| | Men | Women | Index women/men |
|---|---|---|---|
| **Old-age pension** | | | |
| Number of recipients | 118 871 | 145 446 | 122.4 |
| Average age upon retirement | 57 years 6 months | 54 years 0 months | - |
| Average age of recipients | 66 years 5 months | 64 years 2 months | - |
| Average amount of pension in SIT | 74 874 | 57 821 | 77.2 |
| **Old-age agricultural workers' pension** | | | |
| Number of recipients | 5 549 | 11 604 | 209.1 |
| Average amount of pension in SIT | 24 060 | 25 678 | 106.7 |
| **Early retirement** | | | |
| Number of recipients | 9 604 | 7 265 | 75.6 |
| Average age upon retirement | 57 years 5 months | 52 years 4 months | - |
| Average age of recipients | 59 years 4 months | 54 years 3 months | - |
| Average amount of pension in SIT | 65 632 | 56 169 | 85.6 |
| **Invalidity pension** | | | |
| Number of recipients | 59 017 | 37 889 | 64.2 |
| Average age upon retirement | 50 years 9 months | 46 years 10 months | - |
| Average age of recipients | 60 years 7 months | 59 years 8 months | - |
| Average amount of pension in SIT | 55 227 | 47 866 | 86.7 |
| **Invalidity farmers' pension** | | | |
| Number of recipients | 1 976 | 1 258 | 63.7 |
| Average amount of pension in SIT | 27 591 | 26 657 | 96.6 |

Source: Pension and Invalidity Insurance Office of the Republic of Slovenia

Rights arising from pension and disability insurance in Slovenia are governed by the *Law on Pension and Invalidity Insurance* (Official Gazette of the Republic of Slovenia, Nos. 12/92, 5/94 and 7/96). In order to acquire the right to an old-age pension, workers must fulfil two conditions: they must reach the required age and must have completed the prescribed number of years of active employment. Both conditions are prescribed differently for women and men.

*Table 62: Conditions for retirement*

| | Years of active employment | Age to be reached |
|---|---|---|
| Women | 35 | 53 |
| | 20 | 58 |
| | 15 | 60 |
| Men | 40 | 58 |
| | 20 | 63 |
| | 15 | 65 |

The calculation of old-age pensions is set out in Articles 43 to 54 of the *Law on Pension and Invalidity Insurance* and is calculated on the basis of the pension base according to a percentage which is, in turn, based on the number of years of active employment. Here the valid Law also distinguishes between women and men, the starting percentage being higher for women. Upon the completion of the determined number of active years of employment, however, the percentage is the same for both women and men (85%). The different treatment of women and men by the pension system represents compensation for the unequal social position of women and men, and is some sort of reward for the burden that women endure with family and household duties.

In 1998 the Slovene Government began preparing the reform of the pension and disability insurance system, submitting the *Draft Law on Pension and Invalidity Insurance* to the National Assembly in July 1998.

The Women's Policy Office has investigated the effects of the proposed reform of the pension and invalidity insurance system on the existing rights of women, and has actively involved itself in numerous discussions of pension reform, which are currently topical right across the country. The proposed changes will affect more women than men, as their retirement age will be increased by twelve years, while that of men will only be increased by seven years.

At the beginning of 1998 the Women's Policy Office organised a public discussion attended by both the general and professional publics. The Office submitted to the Ministry of Labour, Family and Social Affairs the opinions on the proposed new system and the proposals of amendments to the proposed regulation of pension reform presented in the White Paper, as well as additional measures with which the government should create equal conditions in other areas as well, thereby ensuring that the introduction of the equal treatment of women and men will not put women in a position in which they will have to endure the major part of the burden imposed by pension system reform. In addition, the Women's Policy Office published the record of the public discussion and the opinions on the reform of the pension system in a publication, which it sent to all relevant national institutions, social partners and non-governmental organisations.

Here are some of the proposals formulated by the Women's Policy Office:

- Parallel introduction of measures in other a[illegible]n order to contribute to the more balanced distribution of work in the family, the equal treatment of women and men in the labour market, and an increase in women's access to decision-making positions;
- Co-ordination of the dynamics of changes in the pension system by carrying out measures which contribute to the promotion of equality between women and men;
- Slower dynamics of the increase in the retirement age and the reduction in the calculated pension base percentage;
- Lower retirement age (63 instead of 65);
- Lower deductions upon the fulfilment of a specific number of years of active employment (for example, 35 or 40).

The *Draft Law on Pension and Invalidity Insurance* took into account many proposals put forward by the Women's Policy Office; we must not forget, of course, that this is merely a proposed law.

### 3.2. Rights in the event of unemployment

The right to social security in the event of unemployment is governed by the *Law on Employment and Insurance in the Event of Unemployment*, which we presented in the Initial Report.

The number of persons entitled to financial allowances has increased over the last two years, while the number of persons entitled to financial assistance has fallen (which is the result of the new version of the law drafted in 1994, which reduced the time for receiving assistance from twelve to six months). In 1997 the share of persons entitled to unemployment incomes

amounted to 32.6% of all unemployed persons (at the beginning of 1994, for exam
percentage was as high as 46.7%).

# ARTICLE 12.
# WOMEN'S HEALTH

## 1. Health care in the Republic of Slovenia

Alongside the general changes in society and independence in 1991, six years ago Slovenia set out on the path of change in the area of health care. In March 1992, new health legislation was adopted providing the basis for the reform of the health care system. Of the three health laws, the most important is the *Law on Health Care and Health Insurance* mentioned in the initial report. This law reintroduced health insurance, which led to changes to the system and the ending of the national or state-run health care system.

The basis features of the health care system reforms were:

- the introduction of new key subjects or new definition of the roles of individual providers in the system;
- the introduction of private work in the network of health care providers;
- the introduction of partnership and contractual relations;
- the introduction of compulsory and voluntary health insurance.

In stipulating the role of subjects in health care, the legislature precisely defined the responsibilities of individuals, the community and the state. In so doing, it explicitly set out the individual's responsibility for their health and the responsibility of employers to maintain a healthy working environment and to ensure appropriate health care for workers.

As regards changes in the area of provision of health care services, it is important to stress again that Slovenia, over years of balanced development, has developed a distributed network of public providers of health care services (public institutes) on the primary, secondary and tertiary levels. Given this basis, some strategic orientations, such as reducing differences in health care capacity between regions, should be easier to achieve.

The transformation of the network of public health care services is being implemented through the introduction of private work in health care. The opportunities for such work are very broad, since it is permitted in all areas of health care activities, except for the supply of blood, blood products and organs for transplantation, and for activities carried out by the Health Care Institute and the health care institutions. It is partly restricted for pharmacy activities and the activities of clinics and institutes, where concessions are compulsory, which means that these activities cannot be performed outside the network of public health care services.

A partnership approach, which is concluded by a special agreement at the national level which enables contracts to be signed with individual providers, is being introduced for the formation of the scope, contents and valuation of health care service programmes. Through negotiations, the main bearers of the system reach annual agreements for the programme of health care services and at the same time define the global division of funds for health care. In Slovenia, the limit of available public funds for health care was set at around 7% of GDP.

Under the law, compulsory health insurance includes all citizens of or inhabitants with residence in Slovenia as insured persons, either themselves or as family members of an insured person. This means 100% inclusion of the population in insurance. The law set the framework for the scope or basic rights of compulsory health insurance. In comparison with developed countries, these rights are very extensive, since in addition to the widely defined rights to health care services it also covers the right to financial substitute (sick pay over 30 days absence from work, reimbursement of travel costs, funeral and death benefits).

Pursuant to the law, the cost of individual health services is covered only up to a specific percentage of the cost of the services. The law enables 100% coverage of the cost of health services only for groups of people who are medically, or under certain conditions socially, threatened. All other insured persons are obliged to cover the remaining portion themselves, unless they have voluntary health insurance, in which case the additional payment is covered by the Health Insurance Institute or another insurance company.

### 1.1. Health insurance

#### 1.1.1. Rights from compulsory health insurance

Individuals' rights from compulsory health insurance are in principle linked to the payment of contributions, through which insured persons guarantee services for themselves and their family members.

In Slovenia, rights to health care services are guaranteed from three sides. First, people are ensured health care services in the form of social care for better health, for which the state is responsible; they are then ensured the right to health care in connection with their working environment and work, for which employers are responsible; finally, they have rights from compulsory health insurance, which guarantees insured persons the right to health care services and financial substitute.

In the area of health care services, insured persons are completely (without additional payment) ensured preventive measures, treatment of occupational illnesses and injuries at work, emergency medical assistance and transport, and treatment of infectious diseases, cancer and some other diseases. Health insurance is also fully guaranteed for children, young people up to 18 years old, and students, as well as for women in connection with family planning, pregnancy and childbirth.

Insured persons are guaranteed health care services in compulsory health insurance to different extents depending on the status of the insured person or the nature of the illness of injury. Article 23 of the *Law on Health Care and Health Insurance* stipulates the proportion of the cost of treatment and rehabilitation covered by compulsory health insurance and the proportion which insured persons must pay themselves or take out voluntary insurance for the additional payment. The law also incorporates social protection where urgent treatment of certain persons (invalids and other persons granted the right to assistance of another person, invalid persons with at least 70 percent physical disability, mentally and physically handicapped persons in receipt of invalidity benefit under a special law, and insured persons over 75 years of age) without voluntary insurance is involved. The law provides the possibility of the Health Insurance Institute of Slovenia exempting them of further additional payments once the additional payments in an individual calendar year have reached a certain threshold value.

Another right from compulsory health insurance is salary compensation, which insured persons receive while they are absent from work due to illness, injury or isolation, accompaniment or care of an ill family member.

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The *Law on Health Care and Health Insurance* and the *Rules of Compulsory Health Insurance* which came into force at the start of 1995 introduced the selection of personal physician, a very important right of insured persons, which should have a significant impact on the quality of relations between insured persons and providers. In addition to the selection of general physician, the Rules also provide for the selection of a personal physician for children and school children, a personal gynaecologist and a personal dentist. The legal acts also introduce the selection of health care institutions and specialists, which is restricted to those institutions or private providers which are part of the public health care network in Slovenia.

### 1.1.2. Voluntary health insurance

Present arrangements for voluntary health insurance in Slovenia are based on the *Law on Health Care and Health Insurance* and the *Law on Insurance Companies*. One important legal provision in this context is that everybody introducing voluntary health insurance for additional payment must provide insurance for all those who want insurance, regardless of their medical status or other conditions. Voluntary health insurance can be taken out to cover the additional payment to the costs of health care services not covered by compulsory insurance, and to cover additional rights or higher quality of services than those ensured by compulsory health insurance.

In 1993, when voluntary health insurance began in Slovenia, it received a very great response in terms of the number of people taking out voluntary insurance, markedly exceeding the expectations of the legislature. At the end of 1993, around 1,300,000 people were covered by voluntary health insurance, and the number has gradually been rising every year since its introduction.

### 1.2. Health care capacity in Slovenia

According to the figures of the Health Care Institute of the Republic of Slovenia, there were 11,854 hospital beds in Slovenia at the end of 1995, 5.96 beds per 1000 people. In addition, there were a further 950 beds available to insured persons during rehabilitation in natural spas and more than 12,000 beds for the provision of medical care in general and special social institutions for the health care of the elderly or chronically ill.

At the end of 1995, public health care institutions and private health care service providers employed 36,939 medical workers and staff. Of these, 4,928 were doctors and 1,296 dentists. These figures show that Slovenia had one doctor per 403 people, one dentist per 1,533 people, and one health care worker per 54 people.

*Table 63: Indicators of the capacities of health care services in Slovenia, 1995*

| Health care capacity indicator | Slovenia 1995 |
|---|---|
| Number of doctors per 1000 people | 2.48 |
| Number of dentists per 1,000 people | 0.65 |
| Number of nurses per 1000 people | 6.39 |
| Number of hospital beds per 1000 people | 5.96* |

Source: Strategic report - analysis of the status and development potential, Health Insurance Institut of Slovenia, 1997

*Excluding care beds

## 1.3. Health care funding in Slovenia

Variations in the proportion of GDP spent on health care or health insurance in the nineties show no marked trend. 1992 in particular saw a marked rise in the proportion of GDP for a number of reasons, including changes to the responsibilities of insured persons in ensuring financial contributions and the conscious decision of Slovene society to improve the situation of health care service providers and to provider for better operating conditions for them.

*Table 64: Estimate of expenditure on health care in Slovenia, 1992-1996, as a percentage of GDP**

| Source | %GDP 1992 | %GDP 1993 | %GDP 1994 | %GDP 1995 | %GDP 1996 |
|---|---|---|---|---|---|
| 1. Public expenditure | | | | | |
| COMPULSORY HEALTH INSURANCE | 6.64 | 7.13 | 6.95 | 6.71 | 6.76 |
| STATE BUDGET FUNDS | 0.51 | 0.11 | 0.14 | 0.16 | 0.19 |
| MUNICIPAL BUDGETS | 0.07 | 0.07 | 0.07 | 0.06 | 0.07 |
| 2. Private expenditure | | | | | |
| VOLUNTARY HEALTH INSURANCE | 0.00 | 0.53 | 0.70 | 0.79 | 0.85 |
| 3. Total | 7.22 | 7.84 | 7.86 | 7.72 | 7.87 |

Source: Strategic report - analysis of the status and development potential, Health Insurance Institute of Slovenia, 1997

*The table contains data for compulsory and voluntary health insurance.

The most important result of the reform is undoubtedly the increased share of private funds in the overall funding for health care services. Through the successful introduction of voluntary health insurance, the proportion of private funding has increased from 1.7% in the year prior to the introduction of voluntary health insurance (1992) to 11.4% of all expenditure on health care services in 1996.

*Table 65: Ratio of public to private health care expenditure*

| | Public expenditure in % | Private expenditure in % |
|---|---|---|
| 1992 | 98.3 | 1.7 |
| 1993 | 93.1 | 6.9 |
| 1994 | 90.9 | 9.1 |
| 1995 | 89.4 | 10.6 |
| 1996 | 88.6 | 11.4 |

Source: Strategic report - analysis of the status and development potential, Health Insurance Institute of Slovenia, 1997

## 1.4. Distribution of access to health care services

Over the last five years, in order to ensure equal access to health care services many steps have been taken to reduce differences between individual regions in terms of access by the population to health care capacities (staff, institutions). Within the framework of the partnership agreement Slovenia has gradually implemented annual equalisation of the provision of medical staff within the public health care network. The figures on the level of provision of medical personnel in general medicine in 1997 show that Slovenia had 1 doctor per 2,444 people, 1 senior state registered nurse per 22,247 people and one middle-ranking nurse per 2,084 people.

### 1.5. Providers of health care activities

Both in the period on which we reported in the initial report under the Convention and in recent years, women predominate in providers of health care activities. The system of remuneration for doctors and medical personnel probably has an important impact on this. In fact, despite Slovenia's relatively high public and private spending on health care, it is still behind the developed countries in absolute terms. Given the almost identical material costs and the greater scope of rights, the difference is primarily expressed in the salaries of doctors and medical personnel. The partnership strategy with various associations of doctors and medical personnel, which in the recent past has led to a better solution to this issue, is especially important in efforts to improve remuneration.

Women still constitute the majority of medical personnel, accounting for just over half of the doctors and 60% of dentists, while pharmacists are almost exclusively women (90%).

*Table 66: Doctors by se in Slovenia, 1995-1997*

| | All | % | Men | % | Women | % |
|---|---|---|---|---|---|---|
| 1995 | 4,131 | 100.0 | 1,914 | 46.3 | 2,217 | 53.7 |
| 1996 | 4,233 | 100.0 | 1,948 | 46.0 | 2,285 | 54.0 |
| 1997 | 4,256 | 100.0 | 1,950 | 45.8 | 2,306 | 54.2 |

Source: Medical Statistical Yearbook of Slovenia, 1995, 1996 and 1997

*Table 67: Dentists by sex in Slovenia, 1995-1997*

| | All | % | Men | % | Women | % |
|---|---|---|---|---|---|---|
| 1995 | 1,089 | 100.0 | 402 | 36.9 | 687 | 63.1 |
| 1996 | 1,126 | 100.0 | 415 | 36.9 | 711 | 63.1 |
| 1997 | 1,114 | 100.0 | 421 | 37.8 | 693 | 62.2 |

Source: Medical Statistical Yearbook of Slovenia, 1995, 1996 and 1997

*Table 68: Pharmacists by sex in Slovenia, 1996-1997*

| | All | % | Men | % | Women | % |
|---|---|---|---|---|---|---|
| 1996 | 458 | 100.0 | 42 | 9.2 | 416 | 90.8 |
| 1997 | 737 | 100.0 | 78 | 10.6 | 659 | 89.4 |

Source: Medical Statistical Yearbook of Slovenia, 1996 and 1997

## 2. The state of health of the population

General indicators of the state of health (infant mortality, life expectancy, causes of mortality) show a state comparable with that in the developed European countries. Infant mortality, one of the basic indicators of the state of health, is continuing to fall in Slovenia, reaching 5.2 per 1000 live births in 1997.

The greatest advance in Slovenia was achieved in improving the health and quality of survival of infants. In terms of infant mortality and perinatal mortality, Slovenia has moved closer to the most developed European countries. In 1995, infant mortality was half the level of ten years before.

*Table 69:* *The number of still births, infant deaths and infant mortality in Slovenia, 1995-1997*

| | Number of still births | Still birth rate | Died 0-27 days | Neonatal mortality | Died 28-365 days | Post-neonatal mortality | Infant deaths | Infant mortality |
|---|---|---|---|---|---|---|---|---|
| 1995 | 84 | 4.4 | 58 | 3.1 | 47 | 2.5 | 105 | 5.5 |
| 1996 | 105 | 5.6 | 61 | 3.2 | 28 | 1.5 | 89 | 4.7 |
| 1997 | 89 | 4.9 | 69 | 3.8 | 25 | 1.4 | 94 | 5.2 |

Source: Medical Statistical Yearbook of Slovenia, 1997

For a number of years, the leading causes of death in Slovenia are diseases of the cardiovascular system, cancer and injuries. There are worrying trends concerning injuries as an important cause of early death in the last ten years (based on the indicator of potential lost years of life) in Slovenia. These are also mainly deaths which affect younger people, thus representing a serious social and economic loss.

*Table 70:* *Deaths by cause of death and sex, Slovenia 1996*

| Disease group under the ICD | Total | % | Men | % | Women | % | Per 10,000 men | Per 10,000 women | Per 10,000 population |
|---|---|---|---|---|---|---|---|---|---|
| ALL | 18,620 | 100.0 | 9,498 | 100.0 | 9,122 | 100.0 | 98.01 | 89.25 | 93.51 |
| I | 89 | 0.5 | 40 | 0.4 | 49 | 0.5 | 0.41 | 0.48 | 0.45 |
| II | 4,617 | 24.8 | 2,561 | 27.0 | 2,056 | 22.5 | 26.43 | 20.12 | 23.19 |
| III | 454 | 2.4 | 187 | 2.0 | 267 | 2.9 | 1.93 | 2.61 | 2.28 |
| IV | 43 | 0.2 | 18 | 0.2 | 25 | 0.3 | 0.19 | 0.24 | 0.22 |
| V | 204 | 1.1 | 104 | 1.1 | 100 | 1.1 | 1.07 | 0.98 | 1.02 |
| VI | 150 | 0.8 | 82 | 0.9 | 68 | 0.7 | 0.85 | 0.67 | 0.75 |
| VII | 7,903 | 42.4 | 3,379 | 35.6 | 4,524 | 49.6 | 34.87 | 44.26 | 39.69 |
| VIII | 1,358 | 7.3 | 790 | 8.3 | 568 | 6.2 | 8.15 | 5.56 | 6.82 |
| IX | 1,138 | 6.1 | 667 | 7.0 | 471 | 5.2 | 6.88 | 4.61 | 5.72 |
| X | 179 | 1.0 | 75 | 0.8 | 104 | 1.1 | 0.77 | 1.02 | 0.90 |
| XI | 3 | 0.02 | 0 | 0.0 | 3 | 0.03 | 0.00 | 0.03 | 0.02 |
| XII | 3 | 0.02 | 2 | 0.02 | 1 | 0.01 | 0.02 | 0.01 | 0.02 |
| XIII | 20 | 0.1 | 3 | 0.0 | 17 | 0.2 | 0.03 | 0.17 | 0.10 |
| XIV | 71 | 0.4 | 43 | 0.5 | 28 | 0.3 | 0.44 | 0.27 | 0.36 |
| XV | 40 | 0.2 | 28 | 0.3 | 12 | 0.1 | 0.29 | 0.12 | 0.20 |
| XVI | 536 | 2.9 | 293 | 3.1 | 243 | 2.7 | 3.02 | 2.38 | 2.69 |
| XVII | 1,812 | 9.7 | 1,226 | 12.9 | 586 | 6.4 | 12.65 | 5.73 | 9.10 |

Source: Medical Statistical Yearbook of Slovenia, 1996

•Causes of death are coded according to the 9th revision of the International classification of diseases and related medical problems for statistical purposes (ICD-9):

I: Infectious and parasitic diseases
II: Neoplasm
III: Metabolic disease
IV: Diseases of the blood and the blood-forming organs
V: Mental disturbance
VI: Diseases of the central nervous system
VII: Diseases of the cardiovascular system
VIII: Respiratory diseases
IX: Diseases of the digestive organs
X: Diseases of the bladder and genitalia
XI: Pregnancy, childbirth, post-birth period
XII: Diseases of the skin and subcutaneous tissue
XIII: Diseases of bone, motor system
XIV: Congenital defects
XV: State in the perinatal period
XVI: Undefined state
XVII: Injury, poisoning

/...

*Table 71:* *Deaths due to injury and poisoning by sex in Slovenia, 1995-1997*

| | Total | Men | Women |
|---|---|---|---|
| 1995 | 1,727 | 1,169 | 558 |
| 1996 | 1,812 | 1,226 | 586 |
| 1997 | 1,522 | 1,064 | 458 |

Source: Medical Statistical Yearbook of Slovenia, 1995, 1996 and 1997

In the 1994-1995 period, life expectancy at birth for men first exceeded 70 years (70.27), while for women the figure was 77.76 years. In 1996-97, the figures rose for both (71.01 for men and 78.62 for women).

The characteristics of the state of health of the population in Slovenia are closely linked to the trends in the developed countries, where the so-called modern, chronic degenerative diseases have come to dominate in the last two decades.

## 3. Health care of women

In Slovenia, health care of women is a constituent part of reproductive health care of the population of both sexes and all ages. The nineties have seen, alongside the established clinic method of work in women's and children's health care, family planning programmes and quality monitoring programmes for perinatal health care, the start of the introduction of preventive programmes to monitor paediatric and reproductive health care. The law, which ensures the right to free choice of partner, number of children and the gaps between children, the free choice of the path to a satisfying and safe sex life and the right to all other forms of basic life choices, has not changed in the period covered by the present report.

### 3.1. Women's clinics

Slovenia has well-developed primary health care capacities, primarily for pregnant women and children. Unlike other countries, clinics for women, children and young people are staffed primarily by gynaecologists, paediatricians and school doctors (1 gynaecologist for 8,500 women over 15 years of age, 1 paediatrician for 1,077 children aged 0-6 and 1 school doctor for 3,300 children aged 7 to 19).

*Table 72:* *Level of provision of women over 15 with medical personnel in Slovenia, 1995-1997*

| | No. of doctors | | No. of Women (15 and over) per doctor | | % coverage of women with doctors | | No. of SRN | No. of SEN |
|---|---|---|---|---|---|---|---|---|
| | full time | working hours/1590 | 1* | 2** | 1* | 2** | per doctor 1* | per doctor 2** |
| 1995 | 99 | 98.1 | 8.571.0 | 8,653.5 | 75.8 | 75.1 | 0.6 | 1.2 |
| 1996 | 112 | 102.5 | 7,559.6 | 8,258.2 | 86.0 | 78.7 | 0.6 | 1.1 |
| 1997 | 104 | 99.4 | 8,219.8 | 8.604.1 | 79.1 | 75.5 | 0.6 | 0.7 |

Source: Medical Statistical Yearbook of Slovenia, 1995, 1996 and 1997

NOTE: In verifying the data, it was found that the item "full time doctors" also included doctors who are employed in other institutions, retirees and private individuals.

1* Whole time

2** Whole time equivalent

### 3.2. Family planning

Slovenia began establishing a family planning programme and extending the use of modern contraceptive methods 35 years ago. This work was for the most part taken on by health care workers responsible for women's health in women's clinics. Social security, education and women's non-governmental organisations were also occasionally involved in the programme, or had their own programmes. We greatly improved and optimised the implementation of pregnancy terminations and the safety and effectiveness of hormonal and intrauterine contraception, but we did not conduct even a single evaluation research project on contraceptive behaviour.

Analysis of contraceptive behaviour was a constituent part of the survey on fertility behaviour conducted in 1995 based on the international standards of the Family and Fertility Survey in Countries of ECE Region project. Through this analysis, we discovered that contraceptive behaviour in Slovenia can be described as responsible and that it is becoming increasingly similar to the behaviour in other European countries. The general assessment is that contraception is not used by just 8% of the sexually active population, although during the survey 30% of the sexually active population were without contraception, including those planning pregnancy.

The establishment of responsible contraceptive behaviour is also shown in the reduced abortion rate. The most threatened group are the youngest women, who according to the survey had 6 abortions per 10 pregnancies, and the oldest group (over 35 years old) with 4 abortions per 10 pregnancies.

With increased awareness of women and better understanding by experts of the principles of family planning, birth planning continued to develop. In the 70s, 75% of women giving birth were between the ages of 20 and 35, and in 1996 this figure was 90%. The proportion of pregnant women over 35 years of age has remained at a relatively low level (around 9%) over the last 25 years, and at present is not growing. The number of under-age pregnancies was fallen considerably from 14% in the 70s to just 3% in 1996.

Men and women in Slovenia were less successful in planning pregnancy, since it was not until 1996 that the abortion rate first fell below 20 per 1000 women of childbearing age (at the start of the 80s, there were 40 abortions per 1000 women aged 15-49). Despite what remains a large number of permitted abortions in Slovenia, we have not encountered any deaths or complications which could threaten women's ability to conceive. We were able to avoid these primarily because most women (90%) opt for an abortion in the early stages of pregnancy performed professionally in hospital and because the women's clinics and hospitals where abortions were performed are numerous and accessible. After the intervention, women received quality information and advice on sexual and contraceptive behaviour, which reduced the risk of inflammation and repeated unplanned pregnancy.

*Table 73: Attendances by women to contraception advice centres by age, Slovenia 1995-1997*

| | All attendances due to contraception | First attendances due to contraception | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | All | Under 19 | % | 20-29 | % | 30-39 | % | 40 and over | % |
| 1995 | 179 421 | 66675 | 6790 | 10.2 | 28247 | 42.4 | 22132 | 33.2 | 9506 | 14.3 |
| 1996 | 173 641 | 61596 | 7293 | 11.8 | 25765 | 41.8 | 20817 | 33.8 | 7721 | 12.5 |
| 1997 | 144 950 | 53783 | 6168 | 11:5 | 20502 | 38.1 | 20244 | 37.6 | 6869 | 12.8 |

Source: Medical Statistical Yearbook of Slovenia, 1995, 1996 and 1997

The data on packages of hormonal contraception issued indicates that the highest number of women who used a form of hormonal contraception was in the 30-34 age group.

*Table 74:* *Number of packages of hormonal contraception issued and the number of users by age, 1995-1997*

| | Packages Users* | Total | Age group | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50 + |
| 1995 | packages | 805 029 | 74 774 | 167 292 | 177 925 | 184 906 | 125 552 | 52 034 | 11 486 | 11 060 |
| | users* | 61 925 | 5 752 | 12 869 | 13 687 | 14 224 | 9 658 | 4 003 | 884 | 851 |
| 1996 | packages | 766 927 | 68 321 | 157 328 | 159 564 | 177 910 | 125 480 | 53 863 | 11 695 | 12 766 |
| | users* | 58 994 | 5 255 | 12 102 | 12 274 | 13 685 | 9 652 | 4 143 | 900 | 982 |
| 1997 | packages | 929 659 | 86 373 | 233 821 | 167 631 | 199 424 | 147 554 | 67 724 | 16 331 | 10 601 |
| | users* | 71 512 | 6 659 | 17 986 | 12 895 | 15 340 | 11 350 | 5 210 | 1 256 | 815 |

Source: Medical Statistical Yearbook of Slovenia, 1995, 1996 and 1997
NOTE: *Users = hypothetical calculation based on the assumption that all users take tablets for all 13 cycles.

The figures from the Fertility Behaviour of Slovenes research project show that of all non-users of contraception, some 40% were under 25 (almost half for men, more than one-third for women), twice the numbers of people of this age group who used contraception. More than two-thirds (69%) of non-users had a permanent partner, either living together or apart. In addition, half of them had children (60% of women, 40% of men). Taking account of their age, non-users were considerably less educated than users of contraception, since as many as 38% of those who did not use contraception had only primary school education, and proportionately only 5% of them had higher education. The equivalent figures for contraception users were just 21.5% for primary school and 14.5% for higher education.

*Table 75:* *Characteristics of users and non-users of contraception (No. 3382, columns in %), Slovenia 1995*

| | Non-users | | | Users | | |
|---|---|---|---|---|---|---|
| | Women | Men | Total | Women | Men | Total |
| **Age** | | | | | | |
| 15-19 | 18.8 | 22.2 | 20.5 | 6.5 | 5.0 | 5.9 |
| 20-24 | 16.4 | 24.2 | 20.3 | 15.8 | 13.2 | 14.8 |
| 25-29 | 14.6 | 12.2 | 13.4 | 18.8 | 19.0 | 18.9 |
| 30-34 | 11.7 | 14.0 | 12.9 | 20.1 | 19.8 | 20.0 |
| 35-39 | 19.3 | 13.5 | 16.4 | 19.3 | 21.3 | 20.1 |
| 40+ | 19.3 | 13.9 | 16.5 | 19.5 | 21.7 | 20.4 |
| **Partnership** | | | | | | |
| Joint household | 65.2 | 49.2 | 57.1 | 79.2 | 76.3 | 78.1 |
| Separate household | 10.2 | 13.6 | 11.9 | 14.3 | 16.5 | 15.2 |
| No current regular partner | 24.5 | 37.2 | 30.9 | 6.5 | 7.1 | 6.7 |
| **Children** | | | | | | |
| Children | 61.7 | 39.9 | 50.7 | 79.8 | 73.1 | 77.3 |
| No children | 38.3 | 60.1 | 49.3 | 20.2 | 26.9 | 22.7 |
| **Education** | | | | | | |
| up to 8 years | 44.4 | 31.6 | 37.9 | 24.6 | 16.3 | 21.5 |
| 9 - 12 years | 49.6 | 64.4 | 57.0 | 60.1 | 70.5 | 64.0 |
| 13 + years | 6.0 | 4.1 | 5.1 | 15.3 | 13.2 | 14.5 |
| **Number** | 333 | 341 | 674 | 2103 | 1279 | 3382 |

Source: Fertility behaviour of Slovenes, Scientific Research Centre of SAZU, 1998

All these figures notwithstanding, we are slowly catching up with other European countries in terms of the use of contraceptive methods. The most significant difference is in the use of sterilisation (3%). We find that the number of female sterilisations is increasing very slowly, while male sterilisation remains at a very low level.

*Table 76:* ***Requests for sterilisation at the I-level committee according to marital status, number of children and sex, 1995-1997***

| | 1995 | | 1996 | | 1997 | |
|---|---|---|---|---|---|---|
| Children/marital status | women | men | women | men | women | men |
| Total | 2 535 | 119 | 2 480 | 143 | 2 548 | 147 |
| - married | 2 291 | 117 | 2 144 | 136 | 2 302 | 135 |
| - other | 244 | 2 | 336 | 7 | 282 | 12 |
| No children | 17 | 1 | 16 | | 15 | 3 |
| - married | 7 | 1 | 5 | | 7 | 2 |
| - other | 10 | | 11 | | 8 | 1 |
| One child | 406 | 8 | 396 | 19 | 411 | 14 |
| - married | 328 | 8 | 302 | 18 | 324 | 13 |
| - other | 78 | | 94 | 1 | 87 | 1 |
| Two children | 1 617 | 75 | 1 626 | 90 | 1 612 | 92 |
| - married | 1 499 | 74 | 1 434 | 87 | 1 486 | 85 |
| - other | 118 | 1 | 192 | 3 | 126 | 7 |
| Three or more children | 495 | 35 | 442 | 34 | 546 | 38 |
| - married | 457 | 34 | 403 | 31 | 485 | 35 |
| - other | 38 | 1 | 39 | 3 | 61 | 3 |

Source: Medical Statistical Yearbook of Slovenia, 1995, 1996 and 1997

## 3.3. Pre-natal and post-natal care

The good access to primary health care and free services in the area of family planning, contraception, pregnancy and childbirth in Slovenia allow almost 98% of pregnant women to regularly visit advice centres for pregnant women, on average 7 times during pregnancy. Some 68% of pregnant women opted for a first visit in the first trimester of pregnancy.

*Table 77:* ***Pregnant women attendances in community women health centres and abnormal states discovered, by the duration of pregnancy, 1995-1997***

| | First and further attendances | First attendances of pregnant women, by duration of pregnancy (month | | | | | | | Abnormal states discovered during pregnancy (by month) | | | | Number of further attendances |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | All | up to 3 | % | 4-6 | % | 7+ | % | All | up to 3 | 4-6 | 7+ | |
| 1995 | 120977 | 21946 | 15011 | 68.4 | 4756 | 21.7 | 2179 | 9.9 | 14895 | 3988 | 4580 | 6327 | 99031 |
| 1996 | 120426 | 20432 | 14710 | 72.0 | 3826 | 18.7 | 1896 | 9.3 | 16712 | 4558 | 5536 | 6618 | 99994 |
| 1997 | 107436 | 20546 | 13145 | 64.0 | 3801 | 18.5 | 3600 | 17.5 | 6917 | 3780 | 1618 | 1519 | 86890 |

Source: Medical Statistical Yearbook of Slovenia, 1995, 1996 and 1997

The parenting schools (childbirth classes) operate within the framework of the community women health centres, in which parents gain the necessary information, knowledge and skills for the normal progress of pregnancy, birth and care of the child. The school contains a number of classes, one of which is for example the "class for expectant fathers", which is intended for those fathers who do not attend the pre-birth preparation course. Attending the course also allows these fathers to be present during the birth. Figures for the last ten years show that the number of participants of the courses for expectant fathers has almost trebled. The parenting schools also pay a great deal of attention to individual work with deaf, blind or foreign women. The figures on the number of men and women taking the courses suggest that future parents are preparing ever more responsibly for the birth and care of their children.

*Table 78: Number of people attending the childbirth classes, by age and sex, 1995-1997*

| | | Total | Age in years | | | |
|---|---|---|---|---|---|---|
| | | | up to 19 | 20-29 | 30-39 | 40+ |
| 1995 | all | 10 161 | 413 | 7 160 | 2 461 | 127 |
| | men | 2 926 | 32 | 1 791 | 1 021 | 82 |
| | women | 7 133 | 381 | 5 367 | 1 340 | 45 |
| 1996 | all | 12 069 | 528 | 8 345 | 2 927 | 269 |
| | men | 3 686 | 51 | 2 202 | 1 283 | 150 |
| | women | 8 384 | 477 | 6 143 | 1 644 | 119 |
| 1997 | all | 16 386 | 438 | 11 505 | 4 250 | 193 |
| | men | 4 746 | 24 | 2 810 | 1 782 | 130 |
| | women | 11 640 | 414 | 8 695 | 2 468 | 63 |

Source: Medical Statistical Yearbook of Slovenia, 1995, 1996 and 1997

Pursuant to article 70 of the *Law on Health Care and Health Insurance*, the *Rules of Compulsory Health Insurance* (Off. Gaz. RS no. 79/94) were adopted in December 1994. These stipulate what is part of compulsory pre-natal care of women. These services include up to 10 systematic examinations during pregnancy and two ultrasound examinations, the detection of carriers of the HBs antigen and those infected with toxoplasma and syphilis, two visits by the district nurse to the pregnant woman, and exceptionally one visit to the pregnant woman during the second half of pregnancy, a medical examination 6 weeks after birth, spontaneous or artificial termination of pregnancy, desensitisation of Rh negative women with gammaglobules after birth or termination of pregnancy and indirect Coombs test for each pregnant woman and Rh desensitisation in week 28 of the pregnancy. Cariotipisation and genetic counselling are also part of compulsory health insurance for woman over 35 who wish to or who become pregnant.

Pre-natal care in Slovenia is based on the principles that successful care must be accessible, that the state and the individual woman can afford it, and that it is acceptable for the pregnant woman. Acceptability by and satisfaction of pregnant woman contributes greatly to the permanency of perinatal care. This area should improve in Slovenia, since 1996/97 saw the revival of the Midwife School (as a special stream within the Health Care College), which had been withdrawn in 1981 after a tradition extending back more than 200 years.

This has not changed since 1993, when 99.7% of children born in hospital were live born.

In 1996, the Perinatal Information System of Slovenia recorded 18,721 births with 18,963 children.18,850 liveborn and 133 stillborn children were registered.

*Table 79: Live births, still births and natality, 1995-1997*

| | Live births | | | Of which, twins/triplets | Still births | | | Births per 1000 population |
|---|---|---|---|---|---|---|---|---|
| | all | boys | girls | | all | boys | girls | |
| 1995 | 18 800 | 9 660 | 9 140 | 439 | 89 | 50 | 35 | 9.5 |
| 1996 | 18 704 | 9 669 | 9 035 | 456 | 110 | 53 | 57 | 9.5 |
| 1997 | 18 032 | 9 264 | 8 768 | 495 | 92 | 50 | 42 | 9.2 |

Source: Medical Statistical Yearbook of Slovenia, 1995, 1996 and 1997

*Table 80:* *Number of children born, by mother's status, 1995-1997*

| | Total<br>% | Single<br>% | Married<br>% | Widowed<br>% | Divorced<br>% | Cohabitation<br>% | Unknown state % |
|---|---|---|---|---|---|---|---|
| 1995 | 18 889 | 3 456 | 13 087 | 52 | 184 | 2 093 | 17 |
| % | 100.0 | 18.3 | 69.3 | 0.3 | 1.0 | 11.1 | 0.1 |
| 1996 | 18 814 | 3 561 | 12 622 | 47 | 224 | 2 341 | 19 |
| % | 100.0 | 18.9 | 67.1 | 0.2 | 1.2 | 12.4 | 0.1 |
| 1997 | 18 124 | 3 460 | 11 660 | 31 | 149 | 2 388 | 436 |
| % | 100.0 | 19.1 | 64.3 | 0.2 | 0.8 | 13.2 | 2.4 |

Source: Medical Statistical Yearbook of Slovenia, 1995, 1996 and 1997

## 3.4. Morbidity and mortality of women and maternal mortality

The most sensitive indicator of women's health is mortality due to pregnancy, childbirth and the post-natal period (maternal mortality), which with occasional fluctuations remains on average 10 and more deaths per 100,000 live births, making Slovenia one of the European countries with a higher rate of this mortality. The lowest maternal mortality rate was achieved in 1987-1992 (3.9 to 5 deaths per 100,000 live births). In 1995, maternal mortality was 5.3 per 100,000 live births, but maternal mortality in 1996 clouded the picture of success in Slovenia. That year, 26 women per 100,000 live births died, 5 times the rate over the previous few years. In the 90s, the causes of maternal mortality were mainly bleeding during pregnancy and after birth and septic states. No woman has died since 1985 due to termination of pregnancy.

Women of childbearing age are most at risk of premature death due to breast cancer with a five-year average rate of 13.2 deaths per 10,000 women aged 15-49, and cancer of the reproductive system (7.1 per 10,000).

Analysis of patient lists for 1996 by sex and age group showed that statistically, women are statistically more likely than men to be absent from work due to all illnesses. This difference between the sexes is also shown in absence from work due to neoplasm, due to which women enter patient status more than twice as often as men. This figure also matches the hospitalisation rate due to illness in the same age group.

*Table 81:* *Hospitalisation rate (per 1000 population) by illness group according to ICD LX (individual chapter), by sex and age, 1996*

| | 0-19 years | | 20-64 years | | 65 + years | |
|---|---|---|---|---|---|---|
| Disease group | men | women | men | women | men | women |
| Cancer | 2.33 | 2.91 | 10.20 | 16.19 | 57.11 | 33.72 |
| Mental illness | 1.79 | 1.89 | 7.49 | 5.56 | 5.65 | 5.87 |
| Heart or vein disease | 1.13 | 0.69 | 12.13 | 7.53 | 89.54 | 62.04 |
| Respiratory disease | 23.37 | 18.58 | 6.24 | 4.03 | 39.85 | 16.88 |
| Digestive disease | 11.49 | 10.01 | 14.55 | 11.09 | 39.70 | 25.58 |
| Motor system diseases | 3.37 | 4.46 | 8.69 | 8.48 | 13.80 | 20.37 |
| Injury, poisoning | 16.93 | 8.11 | 18.57 | 7.97 | 21.28 | 22.51 |

Source: Health Care 1998; 3, Teržan M., Jereb B., Analysis of patient lists for 1996

A different picture emerged from analysis of absence from work due to mental illness and mental problems. Women were more frequently absent from work for these reasons than men, but they were less frequently hospitalised as a result than men. These and other figures confirm that it is probably true of the Slovene population that men have a shorter life expectancy than women, but the number of years expected without illness is the same for both sexes, if not even slightly higher for men.

It can be seen from the report on illnesses and states for 1995 and 1996 determined in women's health care services that more illnesses and medical states were detected in 1996 than the year before and that, with regard to the absolute number of women who sought medical services, there were fewer healthy women than in 1995. Due to numerous changes in the organisation of these activities and in the methodology used to collect data, as well as due to the operation of the parallel information system of the health insurance institute, data cannot be shown for an extended period, since such data would not be comparable.

*Table 82: Illness and states determined in the activities of women's health care, 1995 and 1996*

| ICD group | Disease | All | Per 1000 women | All | Per 1000 women |
|---|---|---|---|---|---|
| I | Infectious and parasitic diseases | 6 580 | 7.8 | 7 344 | 8.6 |
| II | Neoplasm | 5 876 | 6.9 | 7 279 | 8.6 |
| III | Endocrine diseases, diseases of nutrition and metabolism, immune disturbances | 542 | 0.6 | 549 | 0.6 |
| X | Diseases of the genito-urinary system | 77 872 | 91.8 | 92 336 | 108.7 |
| XI | Complications of pregnancy, child birth and post-natal period | 8 946 | 10.5 | 9 962 | 11.7 |
| XIV | Congenital deformities | 204 | 0.2 | 336 | 0.4 |
| | MORBID STATE | 100 020 | 117.9 | 117 806 | 138.7 |
| | NON-MORBID STATE | 77 044 | 90.8 | 94 516 | 111.3 |
| | HEALTHY | 87 500 | 103.1 | 81 415 | 95.9 |
| | TOTAL | 264 564 | 311.8 | 293 737 | 345.9 |

Source: Medical Statistical Yearbook of Slovenia, 1995 and 1996

Cervical cancer is the second most common form of cancer among Slovene women (after breast cancer). Since 1982, morbidity from cervical cancer has not been falling, and is even increasing among women under 54. 160 to 180 women become ill due to cervical cancer each year, and 50 to 60 die. In 1994, after ten years, the incidence of cervical cancer climbed back above 18 per 100,000 women, mainly due to younger women aged 30 to 39. Analysis shows that approximately half of Slovene women do not go to regular gynaecological check-ups despite long years of advice that such check-ups are required once a year.

In 1997, the national programme to reduce morbidity and mortality due to cervical cancer in Slovenia was adopted, covering among other things the establishment of central records of smears with links to all laboratories for gynaecological citopathology, connection of the results of the smears with the list of women, targeting of invitations to gynaecological check-ups and PAP tests at women who have not had one in the last three years. This is an extremely important national programme through which at least 80% of women aged 25 to 64 should be gynaecologically examined and given a PAP test once every three years. The initial results are not promising. In four months in 1998, when 10,000 invited women should have been examined, only around 1,000 women came for a check-up.

## 3.5. Abortion

The legal basis for the right to abortion is the same as it was in the first reporting period under the convention.

The abortion rate, which is an important indicator of quality and accessible reproductive health care, has been falling in Slovenia for more than 10 years. In 1995, it was at the same level as ten years before, just 20.8 per 1000 women aged 15 to 49. We also found that the abortion rate is falling among the youngest to the oldest age groups. Apart from the adolescent group, the group most at risk is women over 35. The abortion rate among adolescents in Slovenia is low, with most abortions in this group involving older adolescents aged 18 and 19.

*Table 83:* *Number of legal abortions by age group, 1995-1997*

| | Age group | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Total | under 15 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45 + |
| 1995 | 10 791 | 1 | 780 | 1 942 | 2 261 | 2 569 | 2 111 | 982 | 145 |
| 1996 | 10 218 | 3 | 780 | 1 851 | 1 949 | 2 440 | 2 065 | 1 011 | 119 |
| 1997 | 9 712 | 2 | 719 | 1 743 | 1 983 | 2 311 | 1 959 | 898 | 97 |

Source: Medical Statistical Yearbook of Slovenia, 1995, 1996 and 1997

*Table 84:* *Age specific legal abortion rate per 1000 women (15-49), 1995-1997*

| | Age groups | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | Total | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 |
| 1995* | 20.8 | 10.6 | 27.4 | 31.3 | 33.4 | 27.5 | 12.5 | 2.1 |
| 1996* | 19.7 | 10.7 | 25.8 | 27.1 | 31.5 | 26.8 | 12.9 | 1.7 |
| 1997* | 18.7 | 10.0 | 24.2 | 28.5 | 30.1 | 25.8 | 11.3 | 1.3 |

Source: Medical Statistical Yearbook of Slovenia, 1997
NOTE: *Covers women with residence in Slovenia.

*Table 85:* *Number of live births, artificial termination of pregnancy, fertility and abortion rate, 1995-1997*

| | Number of live births | Number of legal abortions | Fertility | Abortion rate | Abortion/births ratio |
|---|---|---|---|---|---|
| 1995 | 18 800 | 10 791 | 36.3 | 20.8 | 0.57 |
| 1996 | 18 704 | 10 218 | 36.1 | 19.7 | 0.55 |
| 1997 | 18 032 | 9 712 | 34.8 | 18.7 | 0.54 |

Source: Medical Statistical Yearbook of Slovenia, 1995, 1996 and 1997

## 4. Sexually transmitted diseases, AIDS and HIV

In Slovenia, the formation of a register (or legally compulsory reporting) is required only for diseases which can have serious medical complications. The data collected shows that, like elsewhere in the world, sexually transmitted diseases are an important medical problem in Slovenia. While the incidence of gonorrhoea continues to fall, the number of infections with syphilis is rising, although we have been monitoring both diseases for several decades. 60% of syphilis infections were brought into Slovenia from abroad, which reflects risky behaviour patterns in mobile groups of people, and a potential danger of an increase in sexually transmitted diseases in Slovenia. Both men and women catch sexually transmitted diseases, but for social and economic reasons women are often indirectly more exposed to this because of the risky behaviour of their partners. We do not have good data on the incidence of the majority of sexually transmitted diseases in Slovenia, but we do have very limited data on the extent of the risk of infertility from infections with various sexually transmitted diseases. From some indicators of the incidence of extra-uteral pregnancy, we can conclude that this disease is as common as in some other developed countries and that it has not been increasing significantly (14 extra-uteral pregnancies per 1000 pregnancies).

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The spread of the HIV virus in Slovenia started in 1986. Up to November 1998, a total of 74 cases of AIDS had been reported. During those years, the annual incidence ranged between 0.5 and 7.0 per million population. Of the 74 cases of AIDS, 72 were in adults (64 men and 8 women) and two were in children, one boy, one girl. Six adult patients were infected through heterosexual relations, two of the women had partners from countries with a high prevalence of AIDS, one was the partner of a person infected with HIV, and three were the partners of infected haemophiliacs. One female patient was infected while injecting illegal drugs abroad, and one women was placed in the "others/unclassified" category. Both children with AIDS were infected by their mother, before, during or after birth.

In contrast to the relatively reliable picture of the AIDS epidemic, the data on the reported cases of HIV infection does not allow an estimate of the prevalence or incidence in individual population groups in particular periods. When establishing laboratory diagnosis of HIV infection, we cannot know whether it is a new infection or a year old. In addition, the figures on reported cases of HIV infection to a large extent reflect the activity of testing covering different groups (anonymous testing of patients at dermatovenerological clinics, men who have sexual relations with other men, pregnant women and those injecting drug users who first join a methadone-based maintenance programme).

In the period from 1986 to November 1998, there were a total of 64 cases of diagnosed HIV infection where full-blown AIDS has not yet developed, 51 in men (49 adults and two boys) and 13 in women (all adults). Of the 13 cases of HIV infection in adult women, 7 were infected through heterosexual relations, three stated the injection of illegal drugs and three were put in the "other/unclassified" category.

Efforts to prevent AIDS are based on the National AIDS Prevention and Control Programme for 1995-2000. Within this programme, numerous activities are conducted in the form of the provision of quality information, education and consultation.

### 5. Programmes to inform the public and women

Slovene men and women rank health a clear first in their system of values, but they are still unwilling to give up certain risk factors which are responsible for numerous diseases. The results of the research project *Quality of Life, Health and Living Beings*, presented in November 1998, show that some 86% of Slovenes do not take suitable care of their health. A review of chronic diseases showed that half of people have occasional or chronic health problems, with women having more chronic problems.

Programmes guiding people towards a healthy lifestyle form a constituent part of education, and begin in nursery schools. Slovenia has introduced the World Health Organisation programme "Healthy Schools", while special programmes of reproductive health education aimed at responsible voluntary decisions on sexuality, childbirth and various modern forms of family planning are intended for schools, in addition to programmes to inform children and young people about abuse, including sexual abuse and other violence. In the process of curricular renewal, health was included in the learning plan and principles of primary and secondary schools. The various programmes to prevent classic risk factors (smoking, excessive consumption of alcohol, consumption of drugs, risky sexual behaviour, lack of a balanced diet, lack of physical activity) were also very well prepared and received a good response. The programmes for family planning and promoting responsible parenthood are interdisciplinary, with health care, social security, education and women's non-governmental organisation all represented in them.

The data on breast feeding (1993) shows that only 2.5% of mothers did not breast feed for at least one day, while all others at least tried to breast feed. The average duration of breast feeding was 159 days, while the shortest period was 3 days.

We are strengthening the awareness in Slovenia of the importance and advantages of breast feeding through special programmes. The implementation of the Baby-Friendly Hospital initiative, which is based on important intérnational documents, also involves the Health Care Institute of the Republic of Slovenia, which distributes the Breast Feeding brochure to all children's and women's clinics, monitors health indicators of breast feeding and educates doctors about the importance of breast feeding and the factors which influence it. In 1996, the Slovene Unicef committee established the National Committee for the Promotion of Breast Feeding, which adopted the National Programme for the Promotion of Breast Feeding and published a health education booklet on breast feeding, which in 1997 was given to all pregnant women before birth.

# ARTICLE 13.
# OTHER AREAS OF ECONOMIC AND SOCIAL LIFE

## 1. Family incomes

Stemming from the constitutional provision mentioned in the initial report under the convention and in accordance with the adopted *Resolution on the Basis for the Formulation of Family Policy in the Republic of Slovenia* and the *Law on Family Incomes*, the Government of the Republic of Slovenia agreed on the planning, adoption and implementation of integrated measures of family policy. These measures are formulated and implemented in the economic-fiscal fields, through reallocation of incomes to benefit families within the framework of tax policy, and through special credit policy; in the area of social and other activities which are divided into general (education, health care) and special (advice centres, help for the elderly, help for the handicapped) and which support through their services the functioning of the family; in the area of employment through the creation of the conditions for reconciliation of family and professional obligations; in the area of the housing economy through specific programmes of housing provision and other forms of assistance to families.

Family incomes are governed by the Law on Family Incomes which entered into force in December 1993 (Off. Gaz. RS no. 65-2371/93) and two laws on amendments and supplements to the *Law on Family Incomes* (Off. Gaz. RS no. 71/1994 and Off. Gaz. RS no. 73/1995). When these laws came into force, the *Law on the Social Care of Children* and the self-management agreements which governed the implementation of the right to maternity leave ceased to apply. The current law stipulates the eligible persons, the duration of the right to incomes, the amount of such incomes, the qualifying conditions and the procedure for exercising rights. The law governs five types of family incomes (article 2):

- financial compensation for the time of maternity leave
- parental supplement
- assistance for equipment for the new born
- child supplement
- child care supplement.

At the end of July 1998, the Government of the Republic of Slovenia determined the text of the *Draft Law on Parenthood and Family Incomes* and sent it for its first reading in the National Assembly. Through the proposed law, we wish to maximise children's benefits in the Republic of Slovenia, to introduce selectivity instead of universality and plural forms and free choice of the method of exercising rights, to maximise justice and social equality and to ensure as much economic stability for families as possible. Through family benefits we aim to improve the material status of low-income families while at the same time introducing demographic elements, which were previously included in the system of tax relief and sales tax, in the child supplement. The draft law abandons the determination of the amount based on the minimum wage, since the amount of the benefits are stipulated in nominal amounts, with the amounts index-linked to the rise in the cost of living. Given that the statistics on recipients of child supplement show among other things that 13% of recipients are single-parent families, who are mostly to be found in the lowest three income classes, the arrangements set out in the draft law among other things increase the amount of the child supplement for single-parent families (single parents) to 100% of the average salary per family member, with the largest increase coming for families with three children. The draft

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law also introduces a new form of parental supplement - the large family supplement for families with three or more children - as an annual lump sum payment.

### 1.1. Financial compensation for the time of maternity leave

The right to financial compensation for the time of maternity leave is held by mothers who are insured for the right to compensation for time of absence from work or who are insured before the date of compulsory start of maternity leave, mothers who cease labour relations against their will and through no fault of their own during pregnancy or the time of maternity leave, child care and protection leave or extended child care and protection leave, and the child's father or other person who cares for the child, as well as the person who takes the child into care and protection due to adoption (article 4).

Financial compensation amounts to 100% of the basis (average monthly salary in the last 12 months before the start of maternity leave) and may not be lower than the minimum wage.

*Table 86:* *Average monthly number of persons eligible for salary compensation during childbirth leave with regards to the type of leave, 1996, 1997*

| | | | | | Type of leave | |
|---|---|---|---|---|---|---|
| | Total | Mothers | Fathers | Other person | Leave up to 365 days | Extended leave |
| 1996 | 17 054 | 16 915 | 127 | 12 | 16 143 | 911 |
| 1997 | 16 916 | 16 793 | 112 | 11 | 15 895 | 1 021 |

Source: Statistical information nos. 162/1997 and 166/1998, Statistical Office of the Republic of Slovenia.

### 1.2. Parental supplement

Parental supplement is financial assistance to parents on the birth of a child and afterwards. As a rule, all mothers who do not meet the conditions for the right to financial assistance during maternity leave or some other salary compensation and who are citizens of the Republic of Slovenia with permanent residence in Slovenia have the right to parental supplement. Instead of the mother, the right to parental supplement may be given to the child's father or another person who cares for the child, if the mother dies, abandons the child or is unfit for independent life and work, or to another person who takes the child into care due to adoption. The parental supplement amounts to 52% of the minimum wage.

*Table 87:* *Average monthly number of women eligible to parental supplement on the birth of their child and afterwards, by status, 1996, 1997*

| | Total | Students | School girls | Other eligible women* |
|---|---|---|---|---|
| 1996 | 2 822 | 234 | 78 | 2 510 |
| 1997 | 2 734 | 234 | 89 | 2 411 |

Source: Statistical information nos. 162/1997 and 166/1998, Statistical Office of the Republic of Slovenia.
*Other eligible women are mainly unemployed.

### 1.3. Help for equipment for new born children

Help for equipment for new born children is one-off assistance on the birth of a child in the form of a package for the infant (three variants) or as financial help equivalent to the value of the equipment in the package (articles 24 to 30). Each child whose mother or father has permanent residence in the Republic of Slovenia has the right to such assistance. The mother or other person taking care of the new born child can exercise the right.

In 1997, 17,916 women received this help, of which 5,692, almost a third (31.7%) opted for financial assistance.

### 1.4. Child supplement

Child supplement provides a family with supplementary income to cover in part the costs of maintaining the child. One of the parents has the right to this supplement for children with residence in the Republic of Slovenia if the child is a citizen of the Republic of Slovenia, and for children without Slovene citizenship on condition of reciprocity. Provided that at least one of the parents is employed as an employee in the Republic of Slovenia, they also have the right to child supplement for children without residence in the Republic of Slovenia. One parent also has the right for children who are citizens of the Republic of Slovenia and who do not have the right to the supplement in the country in which they live, and for children who are not citizens of the Republic of Slovenia where such right is agreed by international treaty (article 32).

In 1996, 204,029 eligible persons received child supplement for 342,443 children. Compared to 1995, the number of eligible persons increased by almost 66%, and the number of children of recipients by 53.8%. Such a large increase resulted from the introduction of the Law on *Amendments and Supplements to the Law on Family Incomes*, which came into force on May 1 1996 and which leans towards universal child supplement. 0.6% of eligible persons were foreign citizens, while 0.5% of the children had foreign citizenship.

Once again, 1997 saw an increase in the number of eligible persons (by 22%) and the number of children (19.3%) receiving child supplement. On average, it was received by 248,950 eligible persons for 408,536 children. The average child supplement was 5.6% of the average net salary in Slovenia (6.3% in 1996), and was 0.3% lower than the year before.

### 1.5. Child care supplement

Child care supplement is a financial supplement for care, which is paid to one of the parents of a seriously ill child or a child with physical disabilities, and is intended to settle the increased costs which families have due to the care and protection of a seriously ill child or of a child with physical or mental developmental problems. The child care supplement was introduced on May 1 1996 by the *Law on Amendments and Supplements to the Law on Family Incomes* (Off. Gaz. RS no. 73/1995). Children have the right to the supplement until they reach 18 years of age. If the child lives at home with the parents, the child care supplement amounts to 30% of the minimum wage. If the child is in day institutional care where care is free of charge, the supplement amounts to 20% of the minimum wage. The child care supplement is not paid to children who live in an institution with free care due to treatment, training, education or schooling, for the time they are in the institution.

At the end of 1996, 2,577 families received child care supplement for 2,619 children, while the monthly average for 1997 was 3,602 families for 3,705 children. In 1997, 154 of these children received monthly supplement amounting to 20% of the minimum wage, while 3,448 children who lived at home with their parents received the supplement at a rate of 30% of the minimum wage.

## 2. Bank loans, mortgages and other financial credits

In the Republic of Slovenia, women and men have equal access to all types of loans and credits.

## 3. Recreation, sport and other aspects of cultural life

Sporting and recreational activities are gaining an increasingly visible importance, since there are many national campaigns aimed at encouraging people of all ages and regardless of sex to participate in them. This is also clearly shown by the data on the participation in different forms of sporting and recreational activities in Slovenia, which we are showing as part of the reporting under article 10 of the convention in Chapter 7: Physical Education and Sport.

Other activities of women in Slovenia - as elsewhere in the world - are directed towards private and family life and involvement in cultural-educational activities. The need for socio-political activity is minimal among women. The latest analysis, which would show the sort of activities which women choose and the reasons for their choice, is not available.

From the Pilot Survey on the Use of Time in Slovenia in 1996 conducted by the Statistical Office of the Republic of Slovenia, it is evident that working men use more time per day for all of the activities included in the survey except for housework, studying and other activities.

*Table 88:* *Average time spent per day by persons in employment with regard to the main group of activities, working day*

| Group of activities | Time spent in hours | |
|---|---|---|
| | Men | Women |
| Personal | 9.8 | 9.7 |
| Employment | 7.1 | 5.9 |
| Housework | 1.8 | 3.7 |
| Studying | 0.2 | 0.3 |
| Religion | 0.0 | 0.1 |
| Socialising | 0.9 | 0.8 |
| Sport | 0.2 | 0.2 |
| Hobbies | 0.1 | 0.0 |
| Media | 2.2 | 1.8 |
| Travel | 1.5 | 1.2 |
| Other | 0.1 | 0.3 |

Source: Survey on the Use of Time in Slovenia, Statistical Office of the Republic of Slovenia, April 1998

# ARTICLE 14.
# RURAL WOMEN

## 1. Rural population

Based on the latest available figures (1991 census), which we presented in the initial report under the convention, almost 50% of the whole population of Slovenia lives in the countryside. More than half of these are women.

The proportion of the population involved in agriculture (defined on the basis of data on professions) is falling. In 1991, their share was 7.6%. Two-thirds of these were active (those whose profession is agriculture and who received payment for their work or those who are family members working on the farm or housewives primarily involved in farm work). The proportion of women among the active population was 51.27%. The slightly higher proportion of women can be explained by the fact that men more often are employed outside the farm, and so it is the woman who does the work as a profession.

The proportion of farm households dependent solely on the income of the farm was extremely low. The reasons for this lie mainly in the size of farms, since 36.6% of all farms had between 2 and 5 hectares of land, while only 25% of farms had more than 10 hectares of farm land. Given this, it is understandable that in most cases one or more family member is forced to seek employment outside the farm, since the household cannot support itself solely from the income generated by farming. Most commonly, the heirs to the farm (69.7%) and householders (65.3%) are employed, while only 31.2% of farm housewives are employed.

For the most part, the bearers of the farming economy in the various types of farm are men. The smallest difference between men and women is on farms with purely farming sources of income. The situation is similar concerning the ownership of farms, since the owners of farms are equally predominantly men. According to the figures taken from the Rural Family survey (1991), women were owners of 17.5% of farms, and joint owners of 28.2% of farms.

## 2. Division of labour and decision making in the farming economy

Farming households have an extremely traditional division of labour. Women mostly perform all housework and farm tasks, which are primarily manual and close to home. Tasks outside the home characteristic of women belong within the framework of the arrangement of social affairs. Better cooperation between men and women can be found in decision-making on holidays, the purchase of clothes, savings, construction or adaptation of the house, investments in the household and the purchase of a car. On average, in a third of farming households the partners decide together on these questions.

## 3. Living conditions in the countryside

Available financial resources per household is one of the indications of living conditions. According to the data collected from the survey on household expenditure (1995), farming households in 1994 had on average half of the resources compared to mixed or non-farming households (SIT 710,088).

Rural areas are worse off than urban environments in terms of the facilities of the living environment or access to a range of services (primary school and child care, health care, culture and recreation, transport and communications and food supplies). According to the quality of living survey (1996), 51% of the rural population and 10.3% of the urban population live in unfurnished or very poorly furnished living environments.

### 4. Social security and health care of rural women

The legal provisions which govern retirement and invalidity insurance and health insurance for farm women are presented in the initial report under the convention.

In the area of rights to childbirth leave and child care and protection leave, one important innovation was the adoption in 1993 of the *Law on Family Incomes*. Parents insured under the regulations on health insurance for the right to compensation for periods of absence from work gained the same right to childbirth leave and child care leave as those parents who are in labour relations. If the parents are not insured under the regulations on health insurance for the right to compensation for periods of absence from work, they have the right to parental supplement. Previously, only those farm women who were members of a cooperative which was a signatory to the agreement on the payment of contributions for salary compensation for the period of childbirth leave and child care leave were eligible for childbirth leave.

### 5. Participation in public life

Activities intended for the mastering of economic activities which primarily involve women, for the acquisition of housekeeping knowledge, and for informing and training rural women for public work and participation in the decision-making process have a long tradition in Slovenia.

We presented the advisory work of the Agricultural Advisory Service in the initial report under the convention. Rural women want new knowledge and are prepared to undergo training, which is reflected in their participation in various talks, courses, study circles and meetings of special groups - in 1995, 17,727 participated in more than 626 different presentations. Apart from presentations, there were also organised courses (546) involving almost 10,000 farm women, while 5,210 women attended meetings of a variety of groups and study circles.

One professional, non-governmental organisation which cooperates closely with the Agricultural Advisory Service is the Association of Women Farmers of Slovenia, which joins together more than 230 groups of farm women and has more than 20,000 members.

## ARTICLE 15.
## EQUALITY BEFORE THE LAW

As we already reported in the initial report, the Constitution and valid legislation ensure women and men equality before the law and equal rights to sign contracts and manage property, equal rights to financial autonomy and free choice of housing and permanent residence.

# ARTICLE 16.
# MARRIAGE AND FAMILY RELATIONS

Slovene legislation guarantees women all the rights stated in the convention, as we reported in the initial report under the convention.

Given the considerable changes in the area of the social importance of the family, the Republic of Slovenia has also witnessed many initiatives to change the current law on marriage and family relations. The initiatives which have received the widest response are the proposal to render equal before the law homosexual couples and life partnerships of men and women and the initiative for amendments and supplements to the *Law on Marriage and Family Relations* in the sense of establishing a maintenance fund.

The first initiative is based on the prohibition of discrimination, including among others discrimination on the basis of any personal circumstance whatsoever ensured by article 13 of the *Constitution of the Republic of Slovenia* and the *Penal Code of the Republic of Slovenia*, article 141 of which explicitly prohibits discrimination due to sexual orientation. For this purpose, a working group was established to discuss a draft law which would remove the provisions of the current law which permits marriage between men and women and governs the question of life partnerships of men and women of extended duration.

The number of children and young people eligible for maintenance in Slovenia is growing, since the number of divorces is also rising. Under current legislation, the parents may reach agreement on the obligation, amount and harmonisation of maintenance payments. When no such agreement can be reached, the level of maintenance is decided in court. Unfortunately, court procedures in Slovenia last a long time, and so the problem of non-payment of maintenance during divorce proceedings is becoming increasingly pressing, and often avoidance of payment after a court ruling becomes binding is also increasing.

In 1996, there were around 38,000 children in Slovenia eligible for maintenance payments, compared for example to 36,531 in 1993. The proportion of maintenance payments determined by the courts compared to those agreed between the parents is also rising; in 1993, 35% of new maintenance payments were determined by the court, in 1995 the figure was 62% and in 1996 48%.

Consequently, the Women's Policy Office proposed to the Ministry of Labour, Family and Social Affairs (and later the parliamentary Equal Opportunities Policy Commission) as early as 1994 the introduction of a legal solution which would enable the establishment of a maintenance fund to alleviate the burden of the parent living with the child. Given that a new law is in preparation which will govern the area of marriage and family relations, the ministry did not opt to amend current legislation.

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## INFORMING THE PUBLIC OF THE CONVENTION

The Initial Report of the Republic of Slovenia on Measures taken for the Elimination of Discrimination Against Women was published by the Women's Policy Office in 1993. In addition to the report, the publication also contained the articles of the convention. In 1995, the publication was reprinted, since supplies of the first edition, which was distributed to all state institutions, non-governmental organisations and many other target groups, soon ran out.

In 1997, the Women's Policy Office issued a publication called "The Convention on the Elimination of All Forms of Discrimination Against Women - Implementing its Provisions in the Republic of Slovenia", which once again contained the text of the convention. In addition, it also contained a report by the Committee on the Elimination of Discrimination Against Women on the consideration of the initial report of the Republic of Slovenia (16th session from 13 to 31 January 1997) and the questions which the committee set the Slovene representatives within the framework of discussion of the report. Once again, the Office forwarded this report to numerous state and other institutions, non-governmental organisations and other groups and individual women and men, while the report of the Committee on the Elimination of Discrimination Against Women was also presented to the media.

Apart from these publications, since the first report the text of the convention has also been published by the United Nations Society of the Republic of Slovenia in the second edition of its human rights publication. There is thus no reason to be unaware of the convention, especially on the part of state institutions, but there remains insufficient efforts to strengthen knowledge, awareness and the exercising of rights by individual women and men.

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